

BAND B CLASSIFICATION

	Band B-1 Coordinator	Band B-2 PCO1	Band B-3 PCO2	Band B-4 PCO3	Band B-5 PCO4	Band B-6 PCO5
Required Knowledge	Demonstrates an in-depth knowledge of a specific area of expertise with some awareness of the relationships to other areas of expertise	Demonstrates an in-depth knowledge of a specific area of expertise with an understanding of the relationships to other areas of expertise	Demonstrates an in-depth knowledge of a number of specific areas of expertise and awareness of the relationship to other areas of expertise	Demonstrates an in-depth knowledge of several specific areas of expertise and understanding of the relationship to other areas of expertise	Demonstrates an in-depth knowledge of several areas of expertise and detailed understanding of the relationship to other areas of expertise	Demonstrates an in-depth knowledge of several areas of expertise and detailed understanding of the relationship to other areas of expertise
Experience	May have minimal prior experience in educational leadership	May have prior successful experience in educational leadership	Typically has prior successful experience in educational leadership	Has prior successful experience in educational leadership, typically school-wide	Has prior successful experience in school-wide educational leadership	Has prior successful experience in school-wide educational leadership
Autonomy	Works under limited direction	Works under broad direction	Works under broad direction with significant professional independence	Primarily self-directed within the area of responsibility		
Responsibility	Uses professional judgment within the area of responsibility within the framework of the school's strategic plan, policies and budget	Uses professional judgment within the area of responsibility within the framework of the school's strategic plan, policies and budget	May be authorised to make some decisions in the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Authorised to make some decisions in the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Authorised to make significant decisions relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Authorised to make significant decisions relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget
Accountability	Responsible for specific school programs or functional areas	Responsible for specific school programs or functional areas	Responsible for specific school programs or functional areas	Typically has some delegated accountability for specific school programs or functional areas	Has delegated accountability for significant school programs or functional areas	Has delegated accountability for significant school programs or functional areas
Working Relationships	Supports the overall management of the school through participation in policy formulation and decision making	Contributes to the overall management of the school through active participation in, and typically leadership of, policy formulation and decision making	Contributes to the overall management of the school through leadership in participation in, and typically leadership of, policy formulation and decision making	Contributes to the overall management of the school through leadership in policy formulation and decision making	Contributes to the overall management of the school through active leadership in policy formulation and decision making	Contributes to the overall management of the school through active leadership in policy formulation and decision making
Role Diversity	Reports directly to the principal or a school leader at a higher classification level	Reports directly to the principal or a school leader at a higher classification level	Reports directly to the principal or a school leader at a higher classification level	Typically reports directly to the principal	Reports directly to the principal	Reports directly to the principal
Complexity In The role	Supports a small team of people within the area of responsibility	Leads and supports a team of people	Leads improvements in work practices and/or processes within the area of responsibility using a range of established and newly tailored principles, practices and procedures	Cultivates and influences the professional practices at the school	Cultivates and influences the professional practices of a significant component of the personnel at the school	Cultivates and influences the professional practices of a significant component of the personnel at the school
Resource Management	May provide direct performance and development support for some staff	Provides direct performance and development support for a team of staff	Focus of the role is on effective management together with some leadership within the area of responsibility	Provides direct performance and development support for a number of other staff possibly including other leaders	Provides direct performance and development support for a number of other staff including other leaders	Provides direct performance and development support for a number of other leaders
Strategic Outcomes Required	Typically undertakes duties of a routine nature within area of responsibility mostly using established principles, practices and procedures	Focus of the role is on effective management together with some leadership within the area of responsibility	Typically seeks advice from another leader regarding improvement strategies	Accountable for a group of school staff	Accountable for a significant proportion of school staff	Accountable for a significant proportion of school staff
	Understands and supports the strategic directions of the school by leading and implementing agreed strategies in the area of responsibility	Typically manages the budget, and may be consulted regarding the staffing and facilities, relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Typically actively involved in making decisions regarding the staff and budget relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Has diverse responsibility within limited school programs or functional areas	Has diverse responsibility within specific school programs or functional areas	Has responsibility within key school programs or functional areas
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Contributes to specific aspects of whole-school leadership	Undertakes a diversity of tasks to contribute to whole-school leadership	Undertakes a significant diversity of tasks to contribute to whole-school leadership
	Understands and supports the strategic directions of the school by leading and implementing agreed strategies in the area of responsibility	Typically manages the budget, and may be consulted regarding the staffing and facilities, relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Typically actively involved in making decisions regarding the staff and budget relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Identifies focus of improvement within the area of responsibility, collects and analyses data and uses a diversity of approaches (including innovation) to influence new practices and processes	Leads large scale improvement by using high creativity, innovation, and breaking with the past to create new modes of operating	Leads whole school improvement by using high creativity, innovation, and breaking with the past to create new modes of operating
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Responsible for sequential improvement projects	Responsible for multiple interdependent improvement projects	Responsible for multiple improvement projects
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Focus of role is on leadership to improve practices or processes within the area of responsibility	Focus of role is on leadership to transform practices or processes i.e. cultural leadership	Focus of role is on leadership to transform practices or processes i.e. cultural leadership
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Delegated to make some decisions regarding the staff and budget relating to the area of designated responsibility within the framework of the school's strategic plan, policies and budget	Delegated to make decisions regarding the staff and budget relating to the area of designated responsibility	Delegated to make significant decisions regarding the staff and budget relating to the area of designated responsibility
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Entrusted to use the available resources to deliver the best organisational outcomes	Entrusted to use the available resources to deliver the best organisational outcomes	Entrusted to use the available resources to deliver the best organisational outcomes
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Influences the strategic directions of the school in the area of responsibility	Shapes and leads the strategic directions of the school in the area of responsibility	Shapes and leads the strategic directions of the school in the area of responsibility
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Supports the sense and purpose of the school's vision, typically by leading an aspect school improvement related to the area of responsibility	Inspires the sense and purpose of the school's vision and goals	Inspires the sense and purpose of the school's vision and goals
	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Supports the sense and purpose of the school's vision through collaborative leadership in an aspect school improvement	Contributes to the shaping of strategic directions of the school particularly in the area of responsibility	Leads school improvement	Leads school improvement	Leads whole-school improvement