



2026 Principal Recruitment Information Pack

RAWA COMMUNITY SCHOOL



Rawa Community School offers education for students in years K-12 across two campuses in Punmu and Kunawarritji.

The school was established in 1983 by Elders of Punmu and Kunawarritji communities and continues to be Aboriginal owned and governed by an elected Board of Martu Elders and community members.



Punmu

Punmu is a small community on Warnman Country situated on the eastern shores of Lake Dora, a large salt lake in Karlamilyi National Park in the Pilbara region of northern WA. It is approximately 600km by road inland from the community's major service centre of Port Hedland. Our Punmu Campus provides classes for approximately 50 students from K- 12 across three classes.

Punmu and Kunawarritji communities both have a general store, medical clinic, art shed, ranger station, community office and visitor accommodation.



Kunawarritji

Approximately 170km further east from Punmu on Manyjilyjarra Country is the smaller community of Kunawarritji at Well 33 on the Canning Stock Route. Kunawarritji is known for its dusty red dunes and Kinyu Dreaming. Our Kunawarritji Campus provides classes for approximately 15 students from K- 12 across two classes.



OUR PHILOSOPHY

Rawa Community School has been operating since 1983, although Martu* education has been happening on Country for more than 60,000 years. The school is part of a long process in keeping Martu knowledge strong and supporting Martu people in the way they direct, guide and grow their children up in a healthy way.

Best described by the school's first board chairman, Mr Ditch Williams, the Rawa Community Schools Philosophy is to teach "...two ways: Manyjilyjarra on the top and English on the bottom".

Rawa Community School was established to ensure that Martu children continue to develop Martu language(s), culture, knowledge, and skills, while also learning to speak Standard Australian English (SAE) and develop the knowledge, capabilities and skills to confidently and successfully participate in a Western world. The aims of education at Rawa Community School have remained unchanged since the school's foundation and it continues to strive to bring children up strong in both worlds.

An incoming Principal must be prepared to continue developing an effective two-way approach and lead a team of Martu and non-Martu educators to implement teaching and learning two-ways, ensuring our students receive a quality education in English alongside maintenance, support and respect of the child's first language and culture.

The incoming Principal will be present and engaged with the day to day teaching and learning at the school. The administrative load on Principals of small remote schools can often limit capacity for meaningful engagement on the ground. The school has structured its staffing to minimise the time the Principal will spend on administrative duties by employing an offsite full-time Business Manager and part-time administrative support staff.

The Principal and Business Manager support the Board of Directors to meet regulatory requirements of the corporation - in essence, a two-way approach to governance. The elected Martu Board of Directors hold full authority and accountability for the school's strategic direction and vision, however often rely on the school's management team to meet compliance requirements.

Our school philosophy calls for a proactive, engaging and motivated leader to work closely with our team of educators, parents and carers, community members, Board of Directors, administrative staff, external agencies, contractors and service providers whose collaborative input is imperative to a true two-way approach.



KEY PRIORITIES FOR 2026

Priorities of Rawa Community School going into 2026 include

- boosting attendance and engagement across both campuses
- increasing capacity in a *plan, teach, assess* model of teaching and learning, in particular familiarisation and implementation of the Western Australian Curriculum and Early Years Framework, including appropriate assessment and reporting practices
- increased employment of Martu educators, building capacity, skills and confidence of Martu educators across both campuses
- increased visibility and communication of our two-way approach to the wider community
- review of core policy and procedures to ensure the school meets minimum regulation standards
- capital works projects due to commence at the beginning of 2026 include significant classroom upgrades and a new playground installation at Punmu Campus.
- prepare for renewal of registration of the school (2027)

KEY PRINCIPAL DUTIES

The Principal role will include general administrative tasks as well as a strong focus on being actively involved in on-the-ground leadership.

General duties of the Principal

- oversee the safety and wellbeing of staff and students in the day to day operation of the school
- work with the Business Manager and Accountant to ensure the school funds are spent appropriately, meeting all regulatory and reporting requirements of funding bodies.
- coordinate regular meetings with the Board of Directors to report on progress, priorities and planning
- communicate with families ensuring parents and carers are involved in their children's education. Be proactive in building relationships with students and their families.
- respond to undesirable student behaviour, including supporting staff to build strategies and practices to support positive engagement.
- meet regularly with teaching staff to observe, reflect, coach and support improved teaching and learning practices across the school
- with support of the Business Manager, regularly review and renew policies and procedures to be endorsed by the Board and communicated effectively with all staff
- meet regularly with external contractors to oversee the current capital works projects undertaken by the school
- manage the day to day staffing, logistics and operations of the school



WHO WE ARE LOOKING FOR

Rawa Community School is in a transitional phase and requires the strong leadership of an experienced Principal to take our school from strength to strength. In particular, we are seeking a Principal with a strong grasp on curriculum leadership and demonstrated experience in leading a team with varied skills and experience. Our Principal will ensure the educational opportunities offered to our students are not limited by our remote location. Our students will receive a high quality education, strong in two-ways.

This role requires a Principal who is ready to roll up their sleeves and get involved. Every day at Rawa presents new challenges and opportunities. Very rarely is there a day where everything goes to plan. We are looking for a flexible, innovative, solutions-focussed leader. Our Principal will be prepared to jump into a class and teach on days when we are short-staffed. They will think creatively and draw on the experiences and ideas of the team around them to navigate challenging situations when they arise.

Our Principal must be committed to fostering genuine partnerships with Aboriginal leaders, students, and community members, truly listening to the desires and direction of the local communities we serve. We are looking for a Principal who has lived and worked in remote communities previously.

We are a very remote school. We are looking for someone who is comfortable driving long distances and living in small, somewhat isolated communities. The Principal will be based in Punmu and will travel to Kunawarritji campus and spend a week on the ground there twice per term at a minimum. Both campuses incorporate plenty of overnight camps and day-trips out to places on country. We are looking for a Principal who will get involved in these trips and enjoy spending time teaching and learning together on country.

WHAT WE OFFER

- Annual remuneration of \$172,798 pro-rata inclusive of annual leave loading, plus super.
- Option to Salary Package.
- Remote Location Allowance of \$10,785.58 pro-rata paid fortnightly.
- Furnished housing provided including amenities at no cost.
- Relocation from nearest Australian or NZ capital city to Punmu at the start and end of contract will be arranged and paid by the school, inclusive of flights, accommodation, and fuel.
- Use of a school vehicle for work-related purposes
- Mobile phone plan, laptop and internet
- Long Service Leave of 10 weeks base salary after 4 years continuous service