Learning Enrichment Teacher
(Gifted and Academic Talent Development)

- Part Time (0.5FTE)
- Fixed Term Contract (15 July – 6 December 2019)

1. The College

West Moreton Anglican College (WestMAC) is a Prep to Year 12 co-educational Anglican school that promotes a balanced schooling experience and individualised learning.

As a WestMAC employee, you will contribute to the personal growth and academic success of our young people and be part of a professionally engaging and supportive work environment where continuous improvement, innovation, and creativity are valued.

2. Child Protection Statement of Commitment

Anglican schools support the rights of children and young people and are committed to ensuring the safety, welfare, and wellbeing of students. Anglican schools are therefore committed to responding to allegations of student harm resulting from the conduct or actions of any person including that of employees. This commitment includes the provision of a safe and supportive living and learning environment for all students and requires all employees, volunteers, and visitors to model and encourage behaviour that upholds the dignity and protection of students from harm.

Given our commitment to child protection, all teachers employed by WestMAC must be registered with the Queensland College of Teachers prior to appointment. This registration must be fully maintained. Queensland teachers are exempt from requiring a Working with Children Check (Blue Card), however as part of the recruitment process teachers will be subject to checks through the Anglican Schools Commission.

All non-academic staff invariably interact with children on a regular basis. Many have direct supervisory and support duties which are identified in their position descriptions. All non-academic staff (ie administrative, support, facilities and ancillary) must undergo a Working with Children Check and maintain a positive notice and Blue Card. Applications must be completed prior to commencement and a positive notification is a firm condition of continuing employment. As part of the recruitment process, these staff will also be subject to checks through the Anglican Schools Commission.

2. The Role

The Learning Enrichment Teacher (G & T) is responsible for mentoring and supporting programs for identified Gifted and Academic Talented students from Prep to 12. The role involves supporting students in their areas of strength, goal setting, organising small group enrichment and extension activities and maintaining communication with parents. By providing positive experiences of schooling and the scaffolding to develop innovative, inclusive and flexible strategies, students with particular educational needs will be assisted to reach their academic potential.

Support available for children occurs in various levels:

1. Through participation in small group classes in accordance with West Moreton Anglican College policy of setting. (Core subjects taught via Support, Mainstream or Extension grouping).
2. In-class support – specialist teacher support given within the classroom.
3. Withdrawal support – specialist teacher support given on a regular basis out of the classroom.
4. Intermittent support – specialist teacher support on a non-regular basis.
5. Specialist support – liaise with and organise specialist personnel.
3. Selection Criteria

SC1 Eligible to work in Australia, Qualified Teacher and currently registered with the Queensland College of Teachers.

SC2 Demonstrate a capacity to develop a climate of trust with colleagues, students and parents in a Christian school setting in the Anglican tradition.

SC3 Demonstrate the capacity to plan and deliver engaging lessons that maximise learning outcomes for students.

SC4 Demonstrate the capacity to integrate technology into effective classroom practice.

SC5 Demonstrate high-level written and verbal communication skills, with the capacity to work constructively with students, parents, teachers and staff.

4. What we offer

The College values its employees and aims to provide a positive, nurturing and supportive workplace. At WestMAC you will be surrounded by like-minded colleagues, in a caring and professional community which acknowledges commitment, dedication, and hard work.

WestMAC is an equal opportunity and family-friendly workplace, offering many benefits including:

- generous fee remission for enrolled children of permanent staff
- above award remuneration packages as per Anglican Schools Enterprise Agreement
- choice of superannuation funds, currently 9.5 percent super with an additional 3.25 percent employer contribution if a voluntary contribution of an additional 5 percent is paid by staff
- opportunity to salary sacrifice
- opportunities for career progression through generous provision of Positions of Added Responsibility which well exceed EA benchmarks for teaching staff
- access to extensive professional development, the in-house delivery of which exceeds minimum requirements to maintain QCT (Queensland College of Teachers) registration
- comprehensive staff-developed Professional Engagement Program (PEP) for teaching staff
- comprehensive Staff Wellbeing Program
- payment for participating in the extra-curricular program
- generous leave provision including an additional week of paid leave between Christmas and New Year for all non-teaching staff.

5. Submission of applications

Applicants must forward a covering letter addressing the selection criteria and CV by no later than 4.00pm, Friday 28 June 2019.

EMAIL to: vacancies@wmac.com.au

POST to:  
Mrs Janelle Lecinski  
Deputy Principal  
West Moreton Anglican College  
Locked Bag 8004  
IPSWICH QLD 4305

All applications will be treated in the strictest confidence.
Learning Enrichment Teacher P-12 (Gifted and Academic Talent Development Education)

Student Protection
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1. Position Details

Position: Learning Enrichment Teacher P-12 (Gifted and Academic Talent Development Education)
Location: GSG1
Reports to: Leader of Learning – Learning Enrichment
Classification: The Queensland Anglican Schools Enterprise Agreement – Teacher

2. Position Summary

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3. Key Responsibilities

- Have a thorough knowledge of the learning needs of students identified high ability/high potential and the various theoretical frameworks that underpin this field.
- Have a broad understanding of the nature of individual learning difficulties and disabilities to enhance the quality of learning and educational outcomes.
- Ensure students with particular education needs are provided with positive experiences of schooling and the scaffolding to develop innovative, inclusive and flexible strategies.
- Actively seek to involve students in key external activities associated with Gifted and Academic Talent education.
- Keep thorough records of identified students (Gifted and Academic Talented and Learning Support)
- Mentor teaching staff to provide opportunities with opportunities for extension.
As part of the Learning Enrichment team, provide in-school assistance to students requiring support.

- Participate in the EAP process of verification and the creation and development of Student Support Plans (IEP’s) for students identified as twice exceptional.
- Organise and manage meetings with key stakeholders to review Adjustment Plans / Student Support Plans, ensuring appropriate strategies are matched with successful outcomes.
- Contribute to enrolment processes for students who are identified high ability/high potential.
- Maintain and update data bases indicating student disability categories and levels of adjustment in line with NCCD requirements as appropriate.
- Collaborate with staff to identify specific needs of students, then to map future directions for these students.
- Teach support classes in line with College policy on settings as required.
- Collaborate with HODs and subject teachers to appropriately scaffold learning experiences that cater for identified student needs.
- Disseminate information to teaching staff re appropriate teaching or learning strategies for students identified with specific learning needs, including those requiring academic challenge, and to improve the overall quality of differentiated learning in every classroom.
- Provide information and support to teaching staff on specific learning needs via workshops, literature and professional development sessions.
- Identify special needs of students by using standardised testing, observations, specialist reports etc.
- Collect data in response from concerned parties – classroom teachers, parents, other referral agencies.
- Utilise the skills necessary to implement programs appropriate to individual needs of children on an ongoing, sequential and regular basis.
- Review programs to ensure appropriate strategies are matched with successful outcomes.
- Provide safe, secure, nurturing environments.
- Develop and maintain relationships with students, parents and other staff to promote educational partners by constant liaison with all.
- Supervise students in timetabled classes, occasional supervision periods, on Grounds Duty and at College functions that staff and students are expected to attend.
- Utilise available technology to maximise the opportunity for good teaching and to constantly update teaching resource materials.
- Develop and utilise appropriate evaluation techniques for formative assessment and set and supervise summative assessment tasks.
- Role model behaviour that supports the College’s aim to develop behavioural self-management in students.
- Participate in meetings as appropriate to share ideas and contribute to the development of teaching excellence.
- Participate in the co-curricular and extra-curricular programs and use opportunities within these programs to enhance the College’s ethos and overall development.
- Maintain membership of appropriate professional bodies and participate actively in their seminars, conferences and workshops.
- Pursue professional development opportunities in order to keep abreast of changes in education, appropriate subject areas and inclusive education.
- Contribute towards the pastoral care of students.
- Carry out reporting and other administrative duties in an effective and efficient manner especially meeting set deadlines.
- Deal with student behavioural problems according to the College’s philosophy and guidelines on behaviour management and discipline.
- Support the spiritual ethos of the College.
- Maintain appropriate records for each student and provide reports of progress based on thorough record-keeping as required.
• Other key responsibilities appropriate to the banding of the position as determined by the Manager of the role.

4. Organisational Relationships / Extent of Authority

Your immediate supervisor: Leader of Learning – Learning Enrichment
Positions reporting to you: Nil

5. Knowledge, Skills, and Experience

Skills / Knowledge

Essential:
Expertise and experience in Learning Enrichment (Gifted and Academic Talent Development Education and Learning Support)
• Working knowledge of MS Office Suite (MS Word, MS Excel, MS PowerPoint).
• Internet skills (able to source information using internet).
• A clearly articulated philosophy that is synergistic and harmonious with the Anglican ethos.
• Demonstrated qualities of a personal and professional learner; specifically, the ability to reflect on one’s own performance, recalibrate one’s own practice and achieve continuous professional improvement.
• Demonstrated knowledge of and expertise in the implementation of pedagogical models appropriate and relevant to students’ age and stage of development and/or to the particular discipline.
• Demonstrated ability to foster a psychologically safe and supportive learning environment in which students are encouraged and assisted to reach their full personal potential.
• Demonstrated qualities of: adaptability; accountability; flexibility; innovation; initiative; problem-solving skills; energy; dynamism; passion and commitment.
• Demonstrated capacity to work effectively both as a member of a team and independently, in a spirit of consultation and collegiality, including a willingness to operate within shared or parallel leadership structures.
• Demonstrated excellent written and oral, organisational and interpersonal skills including basic conflict resolution and negotiation skills that allow the applicant to engage positively with students, colleagues, parents and the wider community in a variety of contexts and situations.
• Awareness of one’s own particular gifts or talents and an ability to mobilise these personal assets for the benefit of learners, colleagues and the community.
• Demonstrated capacity to use and implement Learning Technologies to enhance student learning.
• Familiarity with and the capacity to implement programs in accordance with prescribed curriculum frameworks.

Desirable:
• Working knowledge of Blogs and Wikis and application to teaching and learning.
• Working knowledge of Web 2.0 technologies and application to teaching and learning.
• Demonstrated capability, experience or qualifications to teach Religious and Values Education (RAVE) in an Anglican School.

6. Technical / Professional Qualifications

• Must be registered or eligible for registration in Queensland as a teacher.
• Tertiary qualifications in relevant teaching area/s.
7. **General Terms**

- Comply with all requirements of the Anglican Church Southern Queensland Policy and Procedures Manual - Safeguarding Our Students.
- Comply with requirements of Queensland Workplace Health and Safety (WH&S) Legislation and related WH&S responsibilities and procedures within West Moreton Anglican College.
- Take full responsibility for compliance with all WestMAC policies, procedures and risk management strategies.
- Compliance with the Anglican Church of Southern Queensland Code of Conduct for Anglican Schools and Education and Care Services.
- Actively participate in the College’s Professional Engagement Program (PEP) and adopt a growth mind set to associated activities, pedagogical development and professional learning.
- The nature of teaching necessitates that the successful applicant may be required to be present on the campus before and beyond the regular nominated hours of duty. As such, this position also has an after-hours component.
- All employees recognise and accept that multi skilling is an essential component of the College and may be required to undertake duties that are outside their normal position description but within their skills, competency and capability.