Learning Enrichment Teacher

- Part Time (0.5FTE) and Permanent
- Commencing January 2020

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 is responsible for improving the educational achievements of students from Prep to 12 at educational risk. He/she is responsible for assisting students with special education needs. By providing positive experiences of schooling and the scaffolding to develop innovative, inclusive and flexible strategies, students at educational risk will be assisted to reach their academic potential.

Support available for children occurs in various levels:

1. Through participation in support 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 Therapist support in school hours.
Support is given to a variety of children – children who are experiencing learning difficulties, children who have learning disabilities, children who have life-long impairments.

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, Monday 23 September 2019.

EMAIL to: [vacancies@wmac.com.au](mailto: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

Student Protection
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.

1. Position Details

Position: Learning Enrichment Teacher P-12
Location: GSG1
Reports to: Leader of Learning – Learning Enrichment
Classification: The Queensland Anglican Schools Enterprise Agreement – Teacher

2. Position Summary

The Learning Enrichment Teacher is responsible for improving the educational achievements of students from Prep to 12 at educational risk. He/she is responsible for assisting students with special education needs. By providing positive experiences of schooling and the scaffolding to develop innovative, inclusive and flexible strategies, students at educational risk will be assisted to reach their academic potential.

Support available for children occurs in various levels:

1. Through participation in support classes in accordance with West Moreton Anglican College policy of setting. (Core subjects taught via Support, Mainstream or Extension grouping).
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Support is given to a variety of children – children who are experiencing learning difficulties, children who have learning disabilities, children who have life-long impairments.

3. Key Responsibilities

- The EAP process of verification and the creation and development of Student Support Plans (IEP’s).
- Organise and manage meetings with key stakeholders to review Individual Education Plans / Student Support Plans, ensuring appropriate strategies are matched with successful outcomes.
- Contribute to enrolment processes for students who are identified with learning difficulties / disabilities.
- Maintain and update data bases indicating student disability categories and levels of adjustment in line with NCCD requirements through moderation meetings.
- Have an understanding of the nature of individual learning difficulties and disabilities to enhance the quality of learning and educational outcomes, working from a theoretical framework supported and developed through appropriate qualifications.
- 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:
• 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 and study designs such as QSA P-12 curriculum documents and National Curriculum initiatives.

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.