



**Title of Position: Learning Enrichment Middle and Senior Years Teacher**

**Type of Appointment: Permanent Position commencing Term 4 2024 or January 2025**

## **1. Conditions**

Established in 2001 in a picturesque setting in Caloundra on the Sunshine Coast, Pacific Lutheran College is a leading K-12 learning community that is innovative, dynamic and progressive. Firmly underpinned by the values and traditions of excellence of Lutheran Education in Australia, students have achieved outstanding success in the academic, sporting and cultural dimensions of their lives. Enrichment programs in all three areas have enabled students to explore their potential.

Pacific has established a strong academic culture, which promotes thinking, deep understandings and creativity based on the learnings of Harvard's Teaching for Understanding and Visible Thinking frameworks. The synergy of these programs with the research of positive psychology and Lutheran theology provides for a rich whole of life learning culture.

Unique experiences provided through the College's excellent outdoor education, pastoral care and personal development programs, and the opportunities provided through academic, sporting and cultural learning, support an enriching whole of life education. Active involvement in local and international community service projects broaden young people's world view and sense of efficacy.

Our staff take advantage of flexibility in physical and virtual spaces to support an increasingly personalised approach to learning for our young people. Pacific has a seamless curriculum across Kindergarten to Year 12 with teams of teachers working across the four subgroups of the College. Staff are expected to learn collaboratively to contribute to a whole school approach as they lead learning in the Foundation College (Kindergarten – Year 2), Junior College (Years 3-5), Middle College (Years 6-9) and Senior College (Years 10-12).

The College has a well-developed and highly regarded Learning Enrichment Department that supports the learning of students who benefit from monitoring, small group interventions and extension. The Learning Enrichment Middle and Senior Years teacher will predominantly support the learning of students across Years 6 – 12.

Salary and related conditions are as per the Teachers' (Non-Government Schools) Award in conjunction with the Lutheran Schools' Enterprise Agreement 2020.

## **2. Role Description**

The Learning Enrichment Middle and Senior Years Teacher is directly answerable to the Head of Learning Enrichment P-12 and is expected to contribute to the strengthening of College culture in the following areas.

### **2.1 Strengthening Lutheran Identity**

- 2.1.1** Support and contribute to the growth of a strong Christian faith community through personal example. This includes participation in chapels, staff devotions and retreats.
- 2.1.2** Support the Lutheran ethos of the College.

## **2.2 Enhancing Excellence in Teaching and Learning**

- 2.2.1** Design and implement teaching and learning programs using contemporary knowledge and understanding of curriculum, assessment and reporting requirements to support students with diverse needs. This includes collaborating with and supporting classroom teachers in their planning and implementation of learning and includes the completion, monitoring and implementation of PSP's in consultation with parents, students, teachers and Head of Learning Enrichment P-12.
- 2.2.2** Support the pedagogical development of staff to assist them to select from a flexible and effective repertoire of teaching strategies to suit the physical, social and intellectual development and characteristics of students.
- 2.2.3** Support staff to develop and apply a comprehensive range of assessment strategies to identify learning needs, comply with curriculum requirements and align with College expectations. This includes the use of formative and summative assessment to personalise learning.
- 2.2.4** Knowledge of current educational practice and QCAA syllabuses.
- 2.2.5** Use formal and informal data to monitor and plan for effective teaching and learning for students with diverse needs. This includes the use of internal and external data to track and enhance learning outcomes for individual students.
- 2.2.6** Model high levels of pedagogical expertise, collaboration and teamwork in the enhancement of student outcomes.
- 2.2.7** Implement and support effective teaching strategies to improve students' literacy and numeracy achievement.
- 2.2.8** Create and select from a wide range of resources, including ICT, to engage students in their learning.
- 2.2.9** Provide timely, effective and appropriate feedback to students and their parents about student achievement relative to their learning goals.
- 2.2.10** Develop learning activities that incorporate differentiated strategies to meet the specific learning needs of students across a full range of abilities.
- 2.2.11** Create a safe and supportive learning environment that provides a high standard of pastoral care in the role of classroom teacher.
- 2.2.12** Actively support and use the restorative and wellbeing practices and initiatives of the College.
- 2.2.13** Establish and implement inclusive and positive interactions to engage and support diverse learners in classroom activities.
- 2.2.14** Contribute to the growth of a culture of thinking that places high value on academic learning.

## **2.3 Engage in Ongoing Improvement and Innovation**

- 2.3.1** Engage in ongoing professional learning to update knowledge and practice, targeted to professional needs and College priorities. Engage with current research associated with effective teaching and learning particularly as it pertains to students with diverse needs.
- 2.3.2** Contribute to professional discussion with colleagues in a range of forums to evaluate practice directed at improving professional knowledge and practice, and the educational outcomes for students.
- 2.3.3** Engage in reflection, collaborative planning, monitoring and review.

## **2.4 Community Building**

- 2.4.1** Foster effective learning partnerships with students, staff, parents and members of the wider community.

- 2.4.2 Demonstrate responsiveness in all communications with parents/carers about their children's learning needs.
- 2.4.3 Conduct conferences with parents and students.
- 2.4.4 Act professionally at all times in dealing with students, peers, members of the profession and members of the community.
- 2.4.5 Actively support the co-curricular program of the College.

## **2.5 Leading Effective Organisation and Management**

- 2.5.1 Know and adhere to the departmental and College policies and procedures including the Diverse Learner Policy that includes gifted students.
- 2.5.2 Attend and contribute to departmental and College staff meetings.
- 2.5.3 Support teachers in meeting the compliance requirements of disability legislation and implementation of the Disability Standards for Education 2005. Support the NCCD process under the direction of the Head of Learning Enrichment P-12.
- 2.5.4 Monitor and support academic progress of individual students with diverse needs, classes and cohorts within the middle and senior years.
- 2.5.5 Fulfill role responsibilities so that documentation and processes for each student is completed in line with College policy and procedures. Provide leadership, advice and support to teaching staff in the implementation of PSP processes.
- 2.5.6 Implement the College teaching and learning program that is consistent with QCAA requirements and follows the pedagogical approach of the College.
- 2.5.7 Assess and report on student performance in line with the College's curriculum, assessment and reporting framework.
- 2.5.8 Collect evidence of student performance and keep updated student profiles and portfolios.
- 2.5.9 Have an awareness of personal health and wellbeing for themselves and their colleagues.
- 2.5.10 Adhere to the workplace health and safety requirements of the position.

## **3. Workplace Health and Safety**

Effective implementation of the School's Workplace Health and Safety Manual requires the active involvement of all employees. All employees have an obligation to comply with the statutory and organisational requirements, procedures and rules that are intended to protect the health and safety of persons at the workplace including the general public.

All Academic and Ancillary staff must:

- 3.1 Perform work safely in accordance with the training (induction and annual) they have received and report substandard work conditions or practices.
- 3.2 Follow lawful written and verbal workplace health and safety instructions issued by managers and supervisors and observe all warning signs and notices.
- 3.3 Report all personal injuries immediately to the supervisor and appropriate School delegate.
- 3.4 Co-operate with and participate in all activities to make the work environment safer and healthier.
- 3.5 Maintain good housekeeping standards at all times.
- 3.6 Observe all warning signs and notices.
- 3.7 Ask for specific instruction regarding the hazards associated with performing tasks which may not be completely familiar.
- 3.8 Wear clothing and footwear appropriate to their job and use all personal protective devices specified and/or routinely expected for that job.
- 3.9 Operate specified plant and equipment, eg. motor vehicles, cranes, etc, only if properly trained and authorised to do so.

- 3.10** Not willfully or recklessly interfere with anything that might harm the health and safety of themselves and others.
- 3.11** Not attend work under the influence of alcohol or illegal drugs. Employees taking any medication must follow the directions of use and report to their Supervisor if this substance may interfere with their performance at work.
- 3.12** Assist with Risk Assessments and Accident Investigation Reports when requested to do so.

#### **4. Selection Criteria**

**SC1** Demonstrated ability to support the Christian ethos of the College and its worship and devotional program.

**SC2** Knowledge and demonstrated skills of contemporary educational practice including a high level of pedagogical expertise to support diverse learners, including gifted students in the role of Learning Enrichment Middle and Senior Years Teacher. This includes familiarity with the current QCAA and Australian syllabuses and practices associated with the diagnosis of student needs, the development of PSP's and the support of teachers to implement effective learning strategies. Effective use of documented planning and monitoring processes to ensure high standards of learning occur. A commitment to the continual enhancement of individual student learning in line with the College's pedagogical framework will be expected.

**SC3** Demonstrated commitment to ongoing improvement and innovation in the area of Learning Enrichment.

**SC4** Demonstrated professional skills that foster effective learning partnerships with students, parents and members of the wider community including organisations that provide networking and professional development opportunities for Learning Enrichment staff. This includes the ability to maintain a positive focused environment with a high standard of pastoral care for students and their families with diverse needs.

**SC5** A demonstrated ability to support the co-curricular program of the College.

**SC6** Demonstrated levels of confidence, flexibility, teamwork, innovation and perseverance required to get the best from children and contribute to a highly effective K-12 learning culture. This includes a commitment to ongoing professional learning and growth across all dimensions of College life.

#### **5. Knowledge and Qualifications**

Teachers must possess or be eligible for registration within Queensland.

Please feel free to contact the Principal in relation to any queries regarding your application.

Applicants **must address the selection criteria** and email their application to [hrofficer@pacluth.qld.edu.au](mailto:hrofficer@pacluth.qld.edu.au), attention Dr Bronwyn Dolling, Principal, Pacific Lutheran College by **12pm Monday 9<sup>th</sup> September 2024**.