



**Catholic
Education**
Diocese of Cairns

Learning with Faith and Vision



Holy Spirit College, Cooktown Campus

Music & Classroom Teacher

Full Time Permanent Position

30 Hours Per Week

Commencing: 18 January 2020

Applications Close: 5.00pm, Tuesday 12 November 2019

Applications are invited from suitably qualified and experienced candidates for this position.

Intending applicants must:

- Be fully supportive of the ethos of Catholic Education;
- Be fully committed to creating and maintaining a child safe organisation;
- Be registered or be eligible to register with Queensland College of Teachers.

Catholic Education Services is an equal opportunity employer.



1. Complete Employment Application Form

Complete the attached Employment Application Form. Please notify your referees that you are applying for this position and ensure you have their consent to nominate them. It is the Applicant's responsibility to ensure all referee information provided is accurate and contact details are correct. A referee from your current or most recent line manager must be included.

2. Covering Letter (Maximum 2 Pages)

Provide a covering letter outlining your experience and reason for applying for this position.

3. CV/Resume (Maximum 2 Pages)

Provide a CV/Resume which includes:

- Education
- Employment history (position, organisation, employment dates)
- Professional memberships
- Professional Development (any other courses you have completed or are currently enrolled in)

4. Selection Criteria (Maximum 2 Pages)

Address selection criteria as outlined in the position description.

5. Supporting Documentation

Provide supporting documentation which include:

- Qualifications and academic transcripts
- Practicum Reports (Graduate Teachers ONLY)
- Registration:
 - Working with Children Blue Card
 - Queensland College of Teachers
 - Professional Membership

QUICK TIP

Current employees are not required to provide supporting documentation.

QUICK TIP

Do not bind/ place your application in a folder or submit original copies of documentation.

6. Submit Application

Submit your application comprising of:

- Employment Application Form
- Covering Letter
- CV/Resume
- Supporting Documentation
- Selection Criteria

Submit To: Ms Erica Prosser
Principal
Holy Spirit College, Cooktown & Cairns
Ph: (07) 4053 4550
Email: principal.holyspirit@cns.catholic.edu.au

You will receive confirmation of receipt of your application.

Employment Application Form

Position Applied For:

PERSONAL PARTICULARS

Title: Mr Mrs Ms Miss Other

SURNAME:

PREVIOUS SURNAME:

GIVEN NAMES:

PREFERRED NAME:

RESIDENTIAL ADDRESS:

POST CODE:

POSTAL ADDRESS: AS ABOVE

POST CODE:

HOME PHONE:

MOBILE:

EMAIL:

RELIGION:

TEACHER APPLICANTS ONLY:

HAVE YOU OBTAINED OR WORKING TOWARDS QUALIFICATIONS IN RELIGIOUS EDUCATION?

REFEREES

In order to make an informed decision on your suitability for the position, Catholic Education will require to speak to referees that you nominate. A referee is a person that can provide us with detail in respect to your work ethic, **safe guarding children**, experience and competency. Please list two referees, including a line manager in your most recent position. For teaching positions, you must include a line manager in your most recent education position, eg Principal. A Church Representative/Religious or Clergy reference is defined as a Parish Priest, Bishop or member of a religious order. We reserve the right to request an additional referee if we believe a person has not been fully forthcoming.

Referee 1 (Line Manager)

Name:

Position:

Organisation:

Mobile:

Email:

Referee 2 (Employer)

Name:

Position:

Organisation:

Mobile:

Email:

Referee 3 (Church Representative)

Name:

Position:

Organisation:

Mobile:

Email:

Referee 4 (Other Professional)

Name:

Position:

Organisation:

Mobile:

Email:

EMPLOYMENT HEALTH DECLARATION

If you are successful in securing an interview with Catholic Education, you will be required to complete an Employment Health Declaration. The purpose of this declaration is to ensure that you are fully able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your health or safety.

WORKING IN THE DIOCESE OF CAIRNS

The Catholic school system is an integral part of the Church. The Catholic Diocese of Cairns extends from Cardwell in the south, west to the Northern Territory border including the Atherton Tablelands, and north to gulf country, Cape York Peninsula and the Torres Strait Islands. With the exception of schools in Weipa, Cooktown and Thursday Island, all schools and colleges are within two hours driving time from Cairns.

Catholic Education Services is the Diocesan education office. Leadership and strategic management of the system of schools is the responsibility of the Executive Director of Catholic Education Services, who is the employer of all Catholic Education staff in the Diocese. Further information about Catholic Education in the Diocese of Cairns is available from the website: www.cns.catholic.edu.au

EMPLOYMENT REQUIREMENTS

Any appointment to a teaching position with Catholic Education in the Diocese of Cairns is subject to the appointee demonstrating appropriate qualifications and registration with the Queensland College of Teachers Registration. Any appointment to a non-teaching position with Catholic Education in the Diocese of Cairns is subject to the appointee being eligible to apply for and obtaining a Working With Children Blue Card unless the appointee is a registered Health Practitioner performing within their professional area. For more information please visit www.bluecard.qld.gov.au.

Employment is conditional upon the appointee demonstrating eligibility of Working Rights in Australia.

Catholic Education has zero tolerance for abuse. All employees have a responsibility for promoting and safeguarding the wellbeing of children and young persons that they are responsible for or come into contact with.

Employment is conditional upon the acceptance of the Statement of Principles for Employment in Catholic Education and for teaching position the attainment of Accreditation to Teach Religion in a Catholic School. To view the Statement of Principles, visit www.cns.catholic.edu.au and click on Employment / Agreements, Schedules & Awards.

EMPLOYMENT COLLECTION NOTICE

In submitting this application for employment you agree that you will not seek access to references provided by third parties or to confidential notes or reports made by us relating to your application for employment. We seek your agreement in this regard to ensure that referees are not inhibited from providing complete and accurate references as to your suitability for the position.

In applying for this position and submitting your application for employment you will be providing Catholic Education Services with personal information, for example your name, address and information contained in your resume. We will collect and record this information in order to assess your application. To view Catholic Education's Privacy Policy, visit www.cns.catholic.edu.au and click on About/Privacy. Your records will be kept on file for a three-month period only pending your employment within the Diocese.

DECLARATION

If submitting electronically, typing your name below denotes supplying your signature

I agree to the conditions of the Employment Collection Notice. I understand that I have a duty to disclose sufficient information to enable a prospective employer to make a properly informed decision about my employment. I declare that the information I have provided in this application is true and correct at the time of submission. I have read, understood and accept that the Statement of Principles referred to above are contractual obligations underpinning employment with Catholic Education - Diocese of Cairns.

Signature:

Date:

Please indicate how you became aware of this vacancy:

CES Website

Facebook

Teacher on Net

SEEK

Catholic Jobs Online

Newspaper: Please specify:

Other: Please specify:



POSITION TITLE:	Classroom & Music Teacher – Cooktown Campus
REPORTS TO:	Principal through Deputy Principal
CLASSIFICATION:	Remuneration in accordance with the <i>Catholic Employing Authorities Single Enterprise Collective Agreement – Diocesan Schools of Queensland 2015-2019</i> (Available at www.cns.catholic.edu.au) Salary Range - \$70,080 to \$100,936 gross per annum (Full Time Equivalent)
AUTHORISATION:	Executive Director

CATHOLIC EDUCATION SERVICES – DIOCESE OF CAIRNS

Catholic Education Services – Diocese of Cairns (CES), consists of twenty-nine schools including twenty primary schools, two Prep to Year 12 Colleges and seven secondary Colleges which includes a Youth Assistance College with campuses in Cairns and Cooktown. All schools, except the dual campus Our Lady of the Sacred Heart School, Thursday Island and Hammond Island, Weipa and Holy Spirit College, Cooktown campus, are within a two hour drive of Cairns.

CES is committed to building communities of learning that provide a safe, nurturing and academically challenging environment for all students.

Leadership and strategic management of the system of schools is the responsibility of the Executive Director of Catholic Education. Through a team of professionals the Executive Director manages and facilitates a number of significant and particular delegations which include:

- Support of the mission of the Church as delivered through Catholic education;
- Support of schools by providing services that strengthen school capacity;
- Provision of leadership and forward planning to develop organisational capability;
- Distribution to schools of government allocated funds and their accountability;
- Monitoring of quality of schools and compliance/accountability with requirements of governments, Church and parents;
- Within limits, provision of some centralised, specialised student services, where this is the most effective and efficient approach.

HOLY SPIRIT COLLEGE

Holy Spirit College offers individualised and flexible multiyear secondary education programs for young people disengaged from mainstream schooling. The College provides a variety of innovative teaching and learning practices that acknowledges young people's complex education and social needs and empowers them to identify and pursue individual transition to adulthood, further education, employment, back to a mainstream school setting and importantly a connection to the community. Staff focus on the diverse needs of young people and their families.

The College is a registered Special Assistance School which currently has a maximum enrolment for 38 young people in Cooktown and 52 young people in Cairns. The Cooktown campus includes a 32 bed residential unit for boarders. Young people who attend include indigenous and non-indigenous young people who are disengaged from mainstream education for a range of reasons and include young people:

- with a history of trauma;
- with a history of extended periods of unexplained absences;
- who are highly mobile;
- who have had contact with the juvenile justice system;



- in the care of the Office of Children and Families;
- with mental illness or at risk of engaging in self-harming behaviours or substance abuse;
- who have been excluded or repeatedly suspended from school;
- who are homeless;
- with a generational history of early school leaving and/or unemployment.

PURPOSE OF THE ROLE

The primary role of a teacher at Holy Spirit College is to provide the best possible education and duty of care for each student in line with the values and objectives of the College. The position requires an extraordinary commitment to serving marginalised and disengaged youth who may have a range of personal, social and/or issues including social emotional, cognitive, sensory or physical disability. The position requires a strong understanding of disengaged young people and their family's needs in preparing for the next phase of their lives and the ability to manage key relationships with a variety of internal and external stakeholders.

As a Teacher you will:

- Plan, prepare and deliver effective learning programs
- Contribute to the development and implementation of the school objectives and school planning
- Contribute to the establishment and maintenance of a supportive school environment

Teachers are accountable to and under the direction of the school Principal or delegate.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Typical duties performed may include, but are not limited to:

MISSION OF THE CHURCH

- Understands and supports the role of Catholic Education in the Mission of the Church
- Demonstrates a willingness to articulate the implications of the model and message of Christ and the school's Mission Statement in the curriculum
- Committed to the life and practice of one's faith tradition
- Demonstrates a willingness to review and reflect teaching practices in light of the school's mission statement
- Incorporates gospel values in the curriculum
- Actively supports school worship and liturgy
- Nurtures personal spiritual development

LEARNING AND TEACHING

- Develops a relational platform as a basis for learning and teaching
- Understands the nature of the learner and the learning process and tailors teaching programs to meet the diverse needs of students
- Plans and prepares effective, quality learning and teaching programs and practices, which are consistent with the National Professional Standards for Teaching and diocesan and school based learning area plans and policies
- Maintains teaching competency and currency of knowledge of relevant curriculum programs, as required by school and Diocese, including *Accreditation to Teach in a Catholic School*
- Creates a nurturing and stimulating learning environment, which is inclusive, learner centred and academically challenging
- Demonstrates effective behaviour management, which provides an environment that is conducive to learning
- Provides assistance to students with individual educational needs



- Assesses student performance (diagnostic, formative and summative) for developmental feedback and reporting purposes
- Maintains student records and samples of work and reports on student performance to students, parents, the school, diocesan and statutory authorities.
- Exercises professional responsibility in engendering a love of learning and developing lifelong learning
- Effectively uses ICT in learning and teaching
(In accordance with National Professional Standards for Teachers, Number 1, 2, 3 & 5)

PASTORAL CARE

- Facilitates personal development and social participation of the learner
- Demonstrates effective behaviour management practices
- Provides for the physical, social, cultural and emotional well-being and physical safety of students
- Enhances student development towards effective citizenship and responsible adulthood, through participation in planned and extra curricula activities
(In accordance with National Professional Standards for Teaching, Number 4)

PROFESSIONAL GROWTH

- In consultation with the leadership team of the school or a nominated support person, regularly monitors the effectiveness of the teaching / learning program.
- Participates in and supports professional learning.
- Implements knowledge, skills and strategies gained from professional learning
(In accordance with National Professional Standards for Teachers, No 6)

PARTNERSHIPS

- Participates in collaborative development and evaluation of curriculum, school policies and procedures.
- Establishes and maintains appropriate interpersonal relationships within the school, as well as between the school and community, particularly in regard to the Diocesan 'Code of Conduct'.
- Is aware of and actively supports school and Diocesan policies
(In accordance with National Professional Standard, Number 7)

GENUINE OCCUPATIONAL REQUIREMENTS

- Share in the Church as a professional within the school faith community
 - Support the Catholic ethos of our schools
 - Participate in worship and prayer in our schools
 - Develop in students an appreciation and acceptance of Catholic values through teachings and by personal example, integrity and behavior
- Plan, prepare and implement for effective learning and teaching *(Refer to National Professional Standards for Teachers, Number 1, 2, 3 & 5)*
 - Appropriate knowledge to plan and prepare teaching and learning programs which meet the diverse characteristics, needs and learning styles of students, and are consistent with relevant curriculum and policies
 - Implement effective and inclusive teaching and learning processes, including the use of technology, to establish a challenging learning environment to encourage students to work toward their full potential
- Create and maintain safe, supportive and caring environments *(Refer to National Professional Standards for Teachers, Number 4)*
 - Communicate effectively with students including using appropriate interpersonal skills
 - Plan and apply appropriate behaviour management strategies that contribute to the establishment and maintenance of a safe and supportive learning environment
- Engage in professional learning and reflection *(Refer to National Professional Standards for Teachers, Number 6)*



- Model continuous learning through participation in professional development activities
- Review and evaluate personal teaching practices to improve student learning
- Engage with colleagues to discuss teaching practices to improve educational outcomes
- with colleagues, parents/carers and the community (*Refer to National Professional Standards for Teachers, Number 7*)
 - Comply with professional ethics and understanding
 - Understand the need to work collaboratively with school staff, parents and members of the wider community to establish effective partnerships and achieve educational outcomes
 - Contribute to the school community
- Accountable and responsible for ensuring professional behaviour
- Ability to cope with own emotions and behaviour effectively
- Ability to comply with legislation and professional regulations to reduce the risk of harm to self and others
- Ability to maintain an appropriate level of confidentiality
- Ability to communicate in English both verbally and in writing to meet necessary standards with respect to clarity, accuracy and professionalism appropriate to the position
- Ability to locate appropriate and relevant information from multiple sources and convey, integrate and implement knowledge in practice
- Ability to prioritise workloads and manage multiple tasks with competing timelines
- Ability to accept responsibility for own work
- Intermediate to advanced skills in Microsoft Office applications necessary to demonstrate the required range of skills and tasks
- Competent use of digital technologies necessary to demonstrate the required range of skills and tasks

Physical requirements of the position:

- Work is normally performed in a typical interior office and/or classroom environment
- Work may be performed in an outdoors environment and may involve exposure to elements such as weather (sun/wind/rain), or loud noises
- Manoeuvring within the school environment appropriate to the position
- Frequent use of telecommunication and electronic equipment
- Frequent driving of a motor vehicle including buses
- Work environment involves exposure to potentially dangerous situations that requires following safety precautions

MANDATORY QUALIFICATIONS AND REQUIREMENTS

- Bachelor Degree or higher qualifications in either Primary or Secondary Education
- Registered or eligible to register with Queensland College of Teachers
- Willingness to achieve the Accreditation to Teach in a Catholic School requirement in the appropriate time
- Capacity to understand and implement Duty of Care and Workplace Health and Safety requirements.
- A strong commitment to the objectives, vision and ethos of Catholic Education and Holy Spirit College.

SELECTION CRITERIA

- Demonstrates a respect for and acceptance of difference in students, parents and staff
- Displays empathy, enthusiasm, commitment and is highly motivated to contribute
- A capacity to teach in a variety of areas including music



- Adapts curriculum to the needs of the students with varying instructional needs
- Current Queensland drivers' licence at LR or above; or gain within 3 months of employment

RELATED DOCUMENTS

- National Professional Standards for Teachers
- Policy – Accreditation to Teach and Accreditation to Teach Religious Education
- Statement of Principles for Employment in Catholic Education
- Code of Conduct for Employees of Catholic Education
- Catholic Employing Authorities Single Enterprise Collective Agreement Diocesan Schools of Queensland 2015-2019
- Principles and Practice of Teaching and Learning at Holy Spirit College

ADDITIONAL INFORMATION

The incumbent will need:

- The appointee to this position will be required to complete a period of 6 months' probation, in accordance with The Fair Work Act 2010.
- Teachers are covered under the Catholic Employing Authorities Single Enterprise Collective Agreement Diocesan Schools of Queensland 2015-2019.
- An in-depth understanding of and commitment to the mission and objectives of Catholic Education in the Diocese of Cairns;
- A sound working knowledge of the Catholic Education context and an appreciation for Catholic Education issues.

EMPLOYEE ACCEPTANCE

The employee's signature signifies an understanding and acceptance that the content contained herein and forms an integral part of their employment terms and conditions.

I have read and acknowledge receipt of this Position Description:

Employee Name:

Signature:

Date:

Principles and Practices of Learning and Teaching at HSC

Education is a complex endeavour and in order to achieve effective learning the staff of HSC value, endorse and practice the following based on the college's working principles of right Relationships, Respect and Responsibility:

- staff as role models
- wellbeing
- trauma sensitive practices
- a positive sense of self-worth and achievement
- individual differences
- motivation
- active and constructive learning
- independent learning
- collaborative learning

Staff as Role Models

Warm, responsive relationships between staff and young people based on mutual respect, trust and high expectations are central to learning and teaching at HSC. Staff at HSC recognise staff:

- are powerful role models, modelling practices such as communication, listening, working as teams, using technology, taking risks, life-long learning, compassion, enthusiasm and care
- create an environment that is free from judgement, harassment and stereotyped expectations
- create a culture of personal achievement and nourish the growth of individuals and self
- reflect the College's Catholic Christian ethos

Wellbeing

Holy Spirit College assists young people become more resilient in the face of adversity, feel more connected with the people around them, and aim higher in their aspirations for their future. It is also recognised that staff as well as young people's wellbeing are central to a caring and productive learning environment and we:

- believe everyone's wellbeing is everyone's business
- develop positive relationships with others
- encourage staff to be proactive about their health, physical and emotional
- provide support for each other as well as young people
- celebrate success, no matter how small it may seem

Trauma Sensitive Practices

Trauma Sensitive Practice at HSC is what happens when we put student wellbeing at the core of everything. Trauma is often thought of as an event, such as a car accident, cyclone or tragic family event. At HSC we recognise and understand the impact of experiences such as neglect, abuse, poverty, family violence, or lack of a healthy connection with a primary attachment figure. The repeated traumatic events like these create physiological and psychological responses in young people that can last a lifetime. At HSC we recognise young people are not necessarily ready to learn when they come to college and they may be dysregulated in their behaviours. Therefore we:

- Work through the core principles of right Relationships, Respect and Responsibility
- Remain non-judgemental about the lives of young people outside of HSC
- Assume complexity and approach each young person with empathy
- Reflect on why a problematic behaviour may be occurring and what the cause may be
- Use different methods for working with each individual and each circumstance
- Connect with external support agencies, because school can't do it all and if we did when the young person leaves HSC they may not have an external support network

Positive Sense of Self-worth and Achievement

Developing a positive sense of self-worth and achievement is acknowledged as important to effective learning and is achieved through:

- valuing young people and their diversity
- assisting young people to achieve short term goals and develop long term goals
- integrating into learning experiences regular and frequent opportunities for praise and constructive feedback
- planning opportunities for self-reflection
- setting achievable challenges that are perceived by the learner to be within their grasp, worthwhile and relevant

Individual differences

Learning and teaching at HSC acknowledges that young people have different learning styles, and different rates of development both generally and with regard to development in specific areas. In practice we seek:

- learning and teaching that is programmed on readiness to learn rather than chronological age
- a curriculum that is differentiated to cater for individual learning styles and rates of development

Motivation

Individual's motivation is necessary for learning and is achieved through such practices as:

- setting achievable challenges that are perceived by the learner to be within their grasp
- lesson planning that takes young people's needs, interests and learning styles into account
- encouragement of risk-taking, challenge and curiosity
- choice through negotiated and differentiated curriculum
- learning that is clearly perceived as relevant and purposeful by young people
- having high expectations
- continuous recognition of student achievement that is personal, positive in nature and individualised
- building from individual student's existing cognitive structures
- teacher enthusiasm and their love of learning
- learning and teaching strategies that acknowledge emotional intelligence
- an element of enjoyment

Active and constructive learning

Learning is an active, constructive process young people learn by:

- building from existing cognitive structures
- doing
- practising
- risk taking
- teaching others
- learning from mistakes and successes through assessment and reflection
- investigating, theorising and re-formulating

Independent learners

Young people are encouraged to be independent learners through strategies that allow them opportunities to:

- design and direct their own learning tasks
- develop information literacy
- attempt tasks that require the critical thinking skills of problem-solving, interpretation, reasoning, analysis and reflection
- develop their critical literacy skills to be able to evaluate sources of information
- share the authority for answers
- take risks, learn from mistakes and through trial and error
- ask questions, seek answers
- pursue their own learning interests
- work at their own pace to maximise their potential
- make choices and accept responsibility for the subsequent consequences

Collaborative Learning

While we recognise that individual learning is important, it is also essential to recognise the power of collaborative learning in that it enables young people:

- to be challenged by the views of others
- to see things from a different perspective
- to value and respect diversity
- to learn to work cooperatively with others and achieve common goals