



**Catholic
Education**
Diocese of Cairns

Learning with Faith and Vision



St Joseph's Parish School, Weipa

Learning Support Teacher

Full Time Permanent Position

Commencing: As soon as possible

Applications Close: 5.00pm, Monday 25 February 2019

Remote Area Incentives & Subsidised Housing Available

We are seeking an enthusiastic and dedicated teacher to fill the role of Support Teacher Inclusive Education. The successful candidate will demonstrate a commitment to the education of students with needs, have proven organisational skills, effective communication skills, is a good listener and be an innovative and creative educator. St Joseph's values teachers who create positive and nurturing learning environments for their students.

St Joseph's School is located in Weipa and offers families a co-educational pathway to life-long learning. St Joseph's is situated in a mining community and prides itself on providing quality education for all. The staff and students work together with the Parish Priest, parents and community to ensure that our school continues to be a place where Gospel values are nurtured, and individuals learn and grow in a happy and secure environment.

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

Please read the attached role description for more information about the role
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)

Supporting Documentation

Provide supporting documentation which include:

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

QUICK TIP

Current employees are not required to provide supporting documentation.

Submit Application

Submit your application comprising of:

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

QUICK TIP

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

Submit To: Megan Pearce
Principal
Ph: (07) 4069 9500
Email: principal.weipa@cns.catholic.edu.au

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: | Teacher – Learning Support |
| REPORTS TO: | Principal |
| CLASSIFICATION: | As per Diocesan Policy |
| 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.

PURPOSE OF THE ROLE

Student diversity is valued and inclusive practices are fundamental to the ethos of Catholic schools. The Learning Support Teacher works within whole-school initiatives to address the diverse needs of students through a culture of inclusiveness and focuses on the holistic growth and development of each student. The Learning Support Teacher contributes to the quality of educational outcomes of the Catholic school by providing effective assistance to teachers in supporting students with diverse learning needs.

The Learning Support Teacher works closely with teachers to plan and implement teaching strategies and programs that identify and respond to the individual needs of students. The Learning Support Teacher communicates with parents as key partners in the educational outcomes of students. The Learning Support Teacher also liaises with visiting specialists, including Therapists and Inclusive Education Teachers to support student learning.

The Learning Support Teacher works in collaborative partnerships to achieve educational outcomes for all students by developing a whole school commitment to inclusive education practices in an evolving educational environment. The principles of inclusive education provide flexibility to respond to the diverse needs of students. Applicants should have teaching experience of at least 5 years and preferably hold post graduate qualifications in a relevant discipline, for example, Inclusive Education or Special Education as recognised by Cairns Catholic Education. Candidates with proven experience in a similar role will be highly regarded.

The Learning Support Teacher reports to the Principal or delegate, as line manager. The Learning Support Teacher works in consultation with and direction from the Principal who will oversee the role and responsibilities of the Learning Support Teacher.

The Learning Support Teacher is supported by Catholic Education Services (CES) to enhance school capacity in learning support. The Learning Support Teacher is expected to attend regular Professional Development sessions provided by CES and continue to develop their own skills in the learning support area.

ESSENTIAL DUTIES AND RESPONSIBILITIES

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

COMMUNICATION

Regular communication across the school community

- Promote the philosophy of inclusive schooling in a supportive school environment;
- Report student progress to parents through oral and written means in collaboration with classroom teachers;

SUPPORTING LEARNING AND TEACHING

Planning and provision of specialised programming that supports students with diverse learning needs

- Provide support to individual teachers in identifying students whose educational needs require intervention, by analysing data on student achievement, observing and assessing students both formally and informally, and examining the results of diagnostic testing;
- Facilitate collaborative teaching and planning for all students who require adjustments to the curriculum;
- Assist teachers in developing evidenced based intervention strategies;
- Administer standardised and diagnostic assessments to inform intervention programs;
- Plan and implement a range of strategies either in class, individually or in small groups for identified students;
- Monitor and evaluate teaching programs for students with diverse learning needs in conjunction with classroom teachers and liaise with parents and carers;
- Ensure current Individual Education and Learning Plans (IEPS, ILPS) are in place for identified students;

ORGANISATION

Manage administration processes of inclusive education across the school community as designated by the Principal

- Maintain and analyse data to monitor and evaluate the effectiveness of programs;
- Maintain school files as per the school's procedures so that accurate records of intervention, assessment and communication are recorded;
- Collect and collate data from parents, therapists and other stakeholders to inform educational programming;
- Manage an allocated caseload and participate in individual case conferences as necessary.

CAPACITY BUILDING

Facilitate Professional Development and capacity building across the school community to support inclusive education

- Assistance to teachers in effectively implementing individual programs for identified students;
- Build capacity of teaching expertise and knowledge of effective, evidence-based teaching practices to improve student learning across the curriculum with a focus on literacy and numeracy;

QUALITY ASSURANCE (professional standards)

Ensuring that legislative requirements are met

- The Learning Support Teacher will be able to demonstrate current professional development in learning;
- Demonstrate knowledge of the diocesan procedures, policies and guidelines;
- Maintain appropriate behaviours when engaging with children;
- Demonstrate knowledge of the legislation and policies that impact on schooling especially in relation to students with disability:
 - o Disability Discriminations Act 1992 (DDA);
 - o Disability Standards for Education 2005;

- o Enrolment Application and Support Procedures for students requiring significant educational adjustments;
- o Risk Assessments.

GENUINE OCCUPATIONAL REQUIREMENTS

- 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
- Facilitate the prevention of child harm by recognising and responding appropriately

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), dust, dirt, fumes and/or loud noises
- Manoeuvring within the school environment appropriate to the position
- Frequent use of telecommunication and electronic equipment
- Work environment involves exposure to potentially dangerous materials and situations that requires following safety precautions and may involve the use of protective equipment
- Work environment involves the use of tools, machinery and other equipment that requires following safety precautions and may involve the use of protective equipment

MANDATORY QUALIFICATIONS AND REQUIREMENTS

- Professional qualifications in Education
- Registered or eligible to register with Queensland College of Teachers
- Willingness to achieve Accreditation to Teach in a Catholic School and Accreditation to Teach Religion in a Catholic School (Teachers of Religious Education)
- Willingness to support and participate in the prayer, liturgy and sacramental life of the Church in the school community
- Promote child safety at all times
- Capacity to understand and implement Duty of Care and Workplace Health and Safety requirements.
- Current drivers licence
- A strong demonstrated commitment to the objectives, vision and ethos of Catholic Education

Desirable Criteria:

1. Apply knowledge and skills to use data to shape pedagogical approaches within the Australian Curriculum to cater for the diverse learning needs of all students, including students with disability, students with learning difficulties and/or students who are gifted.

2. Capacity to develop structures and procedures to promote inclusive education practices.
3. Use collaborative processes to facilitate meaningful engagement and progress for students with diverse learning needs, including students with disability, students with learning difficulties and/or students who are gifted.
4. Share skills and knowledge through professional development, consultation and advice.
5. Maintain professional expertise in a dynamic and evolving context including understanding of Effective Pedagogy, High Yield Strategies, Monitoring Tools in Literacy and Numeracy, as well as the named Effective and Expected Practices in Literacy and Numeracy.

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

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.
- It is Diocesan policy that, at the end of the first three years, a primary graduate with permanent employment status in a Diocesan primary school, with the exception of Thursday Island, has a compulsory move anywhere in the Diocese.
- 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:** _____