



CROSSWAYS

LUTHERAN SCHOOL

Full Time Teaching Positions



Job Description and Person Specification

Job Description

ETHOS STATEMENT

The Lutheran school is an agency of the Lutheran Church of Australia through which the church seeks to carry out its ministry and mission to the people of Australia.

The specific ministry and mission of the Lutheran school is to provide quality formal education in which the Word of God informs all learning, teaching and activities and forgiveness and grace govern the relationships of the members of the school community.

In order to fulfil this ministry and mission, the staff and management in the Lutheran school will uphold the Lutheran ethos of the school. Staff will strive to develop an understanding of the Lutheran school as a community where all individuals are in service to one another and all are welcomed.

POSITION SUMMARY

Title of Job: Classroom Teachers

Classification: Remuneration will be commensurate with the position and according to relevant qualifications and experience.

Tenure: Full Time, ongoing position

SCOPE AND NATURE OF THE POSITION

Crossways Lutheran School expects its staff to be highly professional and committed to continual improvement and best practice in education and pastoral care.

Therefore, the Classroom Teacher will be an enthusiastic, encouraging and patient teacher who is willing to:

1. Thoroughly plan and prepare for teaching.
2. Maintain records as required.
3. Keep abreast of requirements in curriculum expressed by Lutheran Education Australia, and the Australian Curriculum.
4. Build respectful, productive, and cooperative relationships with students, colleagues, and parents. Meet appropriate duties as described within this statement in accordance with the Mission Statement, aims and values and the Industrial Agreements.

SCHOOL CONTEXT

Crossways is an ELC – Year 10 school with an enrolment of approximately 200 students. Crossways continues to respond to the growing demand of families from within our local community. In early 2019, the school opened an Early Learning Centre, which run programs for 3- and 4-year-olds based on the Reggio Amelia methodology- meaningful play, experiences of choice and tapping into children’s own interests.

Our excellent facilities set amongst expansive grounds allows our wonderful students to enjoy the many academic, cultural, spiritual, and sporting opportunities that are available to them.

KEY RESPONSIBILITIES:

The successful applicant will:

1. Demonstrate a professional approach to teaching and a high level of skill in classroom teaching duties including the role of pastoral care. This will include effective documented planning and implementation of learning programs including programs from Good to Great Schools Australia.
2. Develop positive working partnerships with students, parents, and colleagues to foster the development of the whole child (physical, academic, social, emotional and spiritual) in a supportive and effective classroom environment.
3. Demonstrate a commitment to their own professional development through involvement in regular staff meetings, professional development opportunities and personal reflection or study.
4. Support the development and/or improvement of the school’s policies and procedures.
5. Actively support, and at times lead the devotional and worship aspects of the school.

Person Specification

PERSONAL SKILLS, ABILITIES, APTITUDE and EXPERIENCE

- You will be required to plan, organise and implement a teaching and learning program in a learning environment that fulfils the mission and vision of Crossways Lutheran School.
- The duties undertaken within the terms of the Lutheran Schools SA Enterprise Agreement 2020 and in accordance with the curriculum used by Crossways Lutheran School policies and procedures also include the following:

GENERAL DUTIES

The successful applicant will be expected to-

- be an appropriate role model for a teacher in a Lutheran School as shown in your conduct during (and outside) of school hours;

- be aware of, and comply with all aspects of the school's Workplace, Health and Safety policy;
- maintain and strengthen the bond between school and the home;
- strive to offer the children placed into your care a model that they can look up to and follow;
- set a good example of Christian living to all;
- maintain a high level of communication with School staff and the community;
- adhere to the Work, Health and Safety policies of the school;
- communicate information regularly to students, colleagues and parents regarding student needs, class activities and school organisation/operations;
- have a strong knowledge and understanding of contemporary pedagogical methods and displays use of these;
- participate in school events and activities outside of school hours;
- perform other tasks as directed by the Principal.

The Classroom Teacher will:

Demonstrate a professional approach to teaching and a high level of skill in classroom teaching duties, including ...

- Lead each student to value excellence (effort and learning outcomes) across all aspects of school life.
- Plan, teach, assess and evaluate units of work based on current curriculum documents and school frameworks.
- Incorporate a variety of age appropriate teaching strategies to engage students in their learning.
- Cater for a range of student abilities through planning and classroom organisation, and draw on the support available in the school.
- Use of a range of assessment techniques to monitor students learning and inform planning.
- Record and report student progress and performance in accordance with the school's reporting framework.
- Integrate information and communication technologies and draw on a variety of resources to enhance student learning.
- Create and maintain a safe and challenging learning environment through the use of effective classroom and behaviour management skills.

Develop positive working partnerships with students, parents and colleagues ...

- Work in partnership with key staff such as the Principal, Deputy Principal, Curriculum Coordinator, Chaplain, to enhance student learning and wellbeing.
- Cooperatively plan, work with and support colleagues.
- Interact with students in a variety of settings including the classroom, playground, excursions and sporting events to ensure a high standard of pastoral care.
- Communicate regularly and effectively with parents to inform them of classroom activities or any concerns related to their own child.
- Share information through parent-teacher discussions or reporting meetings.

Demonstrate a commitment to their own professional development ...

- Reflect on, evaluate and improve his/her professional knowledge and practice.
- Commit to professional practice, reflection and development.
- Engage in professional learning through a combination of school-based activities and external professional development workshops and conferences.
- Participate in, and contribute to, staff meetings and professional discussions including spiritual development activities.
- Maintain professional learning records and teacher accreditation requirements.
Support the development and/or improvement of the school's policies and procedures.
 - Actively and publicly promote the School and its mission, vision and values.
- Work with Leadership and Management staff to contribute to school improvement processes and initiatives.
- Know, support and follow school policies and procedures.
- Advise relevant staff of any concerns relating to policies and procedures including Work Health & Safety.
- Advise the Deputy Principal as early as possible if absent from work for any reason.

Actively support, and at times lead the devotional and worship aspects of the school.

- Pray with and for students, colleagues and school families.
- Lead and share devotional times with colleagues, and daily prayers/devotions with students.
- Involve students in leading devotion/worship activities including school worship services which involve the St Paul's Lutheran congregation.

OPERATIONAL RELATIONSHIPS

The successful applicant will:

- ultimately be responsible to the Principal for carrying out the functions and responsibilities outlined in this Position/Person Description;
- work closely and cooperatively with all staff;
- report directly to and be responsible to the Principal for carrying out the duties described in the Job Description;
- attend general staff meetings, cluster meetings, staff devotions and bible study as negotiated in the Workload Agreement;
- use excellent communication & delegation skills;
- use initiative;
- supervisor / mentor skills;
- display conflict resolution skills and,
- have the ability to maintain confidentiality

REVIEW AND ACCOUNTABILITY

There will be a six (6) month probationary period applicable to this position.

The Principal, or his nominee, will monitor the progress of the supervisor/teacher and provide feedback as appropriate.

A personal and professional learning plan will be developed through the school's collaborative appraisal and recognition program.

EDUCATIONAL AND VOCATIONAL QUALIFICATIONS

The successful applicant will:

- be registered or have the ability to be registered with the SA Teachers Registration Board as a teacher.
- hold a current Certificate in First Aid for Schools
- have the ability to fulfil the requirements of the Lutheran Church of Australia's Safe Place Policy.
- If you are a teacher of the Christian Studies Curriculum, you must have (or be willing to attain) the accreditation required by the Lutheran Church of Australia.

APPLICATION

Applications for this position are to include:

1. A cover letter introducing yourself and outlining the reasons for applying;
2. A resume outlining experience and qualifications as relevant to this role;
3. Short statements addressing the Person Specifications (no more than three A4 pages);
and
4. Contact details for two professional referees and your congregational pastor (or equivalent).

Please feel free to contact Mark Bollinger at SWITCH Education on 08 8377 7555 or via email markb@switchedu.com.au in relation to any questions you have about the position or your application.

Applications may be forwarded electronically to markb@switchedu.com.au or applicants can apply directly through SEEK.