



## JOB DESCRIPTION

<b>Job Title:</b>	Teacher
<b>Job Type:</b>	Full-time
<b>Salary Classification:</b>	NT Christian Schools CT1 – CT9 scale
<b>2020 Salary Range:</b>	\$75,194.00 – \$106,848.00. Dependant on qualifications and experience. Plus superannuation contribution of 9.5% of your annual salary.
<b>School/Entity:</b>	Gäwa Christian School
<b>Responsible to:</b>	Principal
<b>Date Advertised:</b>	October 2020

### Life and Service at Gäwa Christian School

We welcome you to Gäwa Christian School and hope you enjoy serving the Lord in the remote Indigenous community of Gäwa. Your role as classroom teacher is pivotal in the ongoing education of the children, and the community will warmly welcome your contribution.

Life at Gäwa is more than just a job. It is a partnership in service of our Lord with those you work with, and to those you live alongside. To live and work at Gäwa requires commitment and partnership, not just to the employed position but also to an involvement in wider community life. Even outside of school hours, we live and relate in close community. This involves spending time together with the broader Gäwa ‘family’ in order to build rich and genuine relationships. It also includes community fellowship, where we meet together to worship and share how God is working through lifes’ joys and sorrows. Active participation in community fellowship is an integral part of life and service at Gäwa.

The Gäwa community strongly values teaching staff who:

- have a strong and genuine love for Jesus.
- have kind and generous hearts.
- have a sincere desire to join with the community in life and fellowship in response to being openly welcomed.
- desire to work together in partnership in a both-ways model of teaching and learning.

Your flexibility and creativity, an openness to learn and grow, a willingness to engage with a new language and culture, and a capacity to live with ambiguities and uncertainties, are qualities that will enable you to serve effectively in Gäwa.

We encourage you to become involved in the lives of the children by providing quality Christian education, guiding, challenging, motivating and caring for the students each day. Our school has two multi-age primary and middle school classrooms. Your role will require you to work in a close-knit team including our local Yolŋu staff. Our programmes are based on Australian Curriculum and are tailored to the Gäwa context. With the support of our Yolŋu team teachers, we incorporate local language and culture into our curriculum.

It is the desire of the local community to raise up children who are “strong leaders, make good choices, reach for their goals and stay on the right path.” (Gäwa parent and staff member).

## **Introduction**

All people who work for NT Christian Schools are expected to have a clear understanding of, and unqualified commitment to the biblical basis, *'What We Believe'*, and to act both in the work place and in other contexts in ways that are consistent with that basis.

With a mutual commitment to God through Jesus Christ, staff members ought to serve and love one another as Christ loves them. This also means an acknowledgement that all people are fallible and need to be entirely reliant upon God. The association has expectations of mutual love, service, trust, acceptance, patience, forgiveness and support.

## **General Expectations**

Your work for the organisation involves serving and supporting those people for whom we exist, namely students and their parents. This is the core function for all people employed by NT Christian Schools. Each is expected to work as a member of a team serving and supporting each other in the various tasks to which God has called them. Each team member is expected to contribute positively to the maintenance of a pleasant, purposeful, productive and safe workplace.

These responsibilities and duties are, therefore, underpinned by expectations of generosity, openness, teamwork, effectiveness, efficiency, attention to detail, pleasant working relationships and maintenance of an effective, attractive, safe work environment.

## **Parameters for this Position**

Under the direction of the Principal, your primary role is as a teacher, ensuring the delivery of quality education from a Christian perspective to the students in your care. This is not done in isolation, but as an active and engaged member of the Gäwa community.

This requires the highest commitment to the Lord, the Bible and to schooling from a distinctively Christian perspective and directed by parents and other supportive Christian people.

## **Applications should contain**

- A letter of application addressing the Selection Criteria (below) if it is not covered in your Resume
- A Resume including relevant academic work history
- Contact details for two professional referees including one from your previous principal
- Contact details for a pastoral referee from someone in responsibility at your current church.
- Evidence of registration with the NT Teacher Registration Board
- A signed copy of the Statement of Faith
- Working with Children Clearance (ochre card)
- A recent National Police Check (within the last 12 months)

## **Selection criteria**

***The following criteria should be addressed in our application:***

- A committed Christian actively involved in your local church.
- Have appropriate tertiary qualifications in your teaching area.
- Have knowledge and understanding of the Australian Curriculum.

- Demonstrate or be willing to develop, the ability to prepare teaching programs that have a biblical perspective and deliver significant educational outcomes for students.
- Demonstrate the capacity to develop programs that differentiate learning opportunities for students.
- Display a high level of competence in teaching practices and classroom management skills.
- Demonstrate excellent communication skills.
- Be pastorally committed to the task of caring for and nurturing students.
- Demonstrate the capacity to be an active team member and work collaboratively.

### **Areas of Responsibility**

It is a requirement of teaching in the Northern Territory that teachers meet the Australian Professional Standards for Teachers (APST) (*Link can be found at the end of this document*). The teacher's responsibility is to use their professional understanding and experience to create a 'learning space for the students in their care within policies and procedures of the school'. The teacher designs and implements aspects of the 'learning space' to ensure it is relevant to the needs and abilities of those students and will give them a reasonable opportunity to attain the goals and develop the skills outlined in the school curriculum.

Among other things, achieving this will require:

1. Building genuine relationships with students and families both in and outside of school hours.
2. Active involvement and participation in community life and worship.
3. Adherence to policy and procedure as set by NT Christian Schools and Gäwa Christian School.
4. Planning teaching programs with appropriate scope and sequence in advance, and in accordance with the Australian and NT Curriculum requirements. This will include planning and collaborating with Yolŋu staff and elders to integrate local language and culture into the curriculum.
5. Teaching specific literacy and numeracy programs adopted by the school.
6. Leading a small team of Yolŋu staff who will assist you in the classroom through planning together, learning together, teaching together and praying together.
7. Working collaboratively and flexibly with other teachers, support staff and community members.
8. Ensuring that regular assessments of student progress are completed, recorded and filed each term.
9. Delivery of timely reports in format required each semester.
10. Regular communication with colleagues, and as necessary, parents/guardians and community members.
11. Meeting other legislative and government requirements as stated by Federal and NT Education Departments (i.e. roll marking, participation in NAPLAN testing, etc).
12. Attendance at professional development activities and programs as directed by the Principal from time to time, both during term and non-term times.
13. Assisting with student attendance duties and working closely with Indigenous staff and elders to strengthen and improve attendance and the relevance and quality of programs for all students.
14. Planning for and participating in school and community events, including those outside regular school hours.
15. Assisting with visitors to the school and/or community.
16. Working with other staff to provide training opportunities for older students.

17. Attending regular staff meetings with colleagues.
18. Embedding the Christian faith into classroom programming, teaching and practices.
19. Participation and/or leading in staff and classroom devotion/worship sessions.
20. Any other duties as requested.

Further responsibilities include but are not limited to the following:

#### STUDENTS

- To teach out of a respect and love for the students.
- To create and maintain a positive learning environment in the classroom.
- To develop appropriate classroom procedures, programs and activities which reflect a Christian worldview.
- To be prepared for all lessons.
- To be familiar with and implement strength based teaching techniques.
- To perform yard duties or other duties as part of their duty-of-care responsibilities.
- To keep records relating to students, lesson plans and incidents in an approved manner and place.

#### PARENTS

- In the context of the School, to assist parents in their task of nurturing and raising their children.
- To communicate with parents to exchange relevant information and develop cooperative strategies.
- To be available at a mutually convenient time when a parent requests a meeting with a teacher. The teacher may ask a colleague, specialist or senior staff member to assist them at the meeting.

#### PLANNING

- To prepare a program of the lessons they intend to teach at the beginning of each year using the school proforma and outlining briefly the lessons for the year.
- To follow the school Scope and Sequence as a basis for development of programs. Variations to the Scope and Sequence require the approval of the principal or their delegate.
- Meet the approved planning requirements of the School including its form, filing and schedule.

#### ASSESSMENT AND REPORTING

- To keep on-going accurate assessment records of each student in the class.
- To write student reports twice a year which comply with the school guidelines. These reports and copies of any specialist reports or other official information relating to the student should be kept on their file located in the office.

#### COLLEAGUES

- To communicate with and support other teachers.
- To attend staff and faculty meetings.

#### RESOURCES

- To maintain, or assist in maintaining, the classroom and equipment.
- To ensure that adequate resources and materials are available for the planned teaching task.

#### LIFESTYLE

- To model an appropriate Christian lifestyle in and out of school.

#### PROFESSIONAL INVOLVEMENT/RESPONSIBILITY

- To display a standard of personal presentation in accordance with the staff handbook.
- To be at school for their committed hours of employment, and be punctual for lessons, duties, and meetings.
- To be at school outside normal school hours for; interviews, extra meetings, parent-teacher conferences, excursions and performances.
- To be available, within reasonable limits and depending upon the circumstances, for relief teaching when other teachers are absent.
- To join an interview committee, take part in curriculum writing, undertake specified professional development, represent the school officially and other administrative duties as required by the school.
- To plan lessons, they will be missing whenever possible and if possible liaise with the Emergency Relief Teacher taking their classes. Leave is negotiated with the principal and *Variation to Routine* forms must be completed.
- To attend weekly staff and faculty meetings.
- To follow the procedures and policies of the school.

#### PROFESSIONAL LEARNING/CHRISTIAN EDUCATION

- It is a requirement for full-time and part-time staff to complete the Certificate in Christian Education and for teaching staff Certificate in Christian Education (Teach) (provided through the National Institute for Christian Education) which is offered as part of NT Christian Schools 'Over the Top' annual conference in July or during the Induction program for new staff in January each year.
- To attend the midyear Over the Top conference as well as whole school professional development and curriculum days as scheduled throughout the year.
- To regularly take part in professional development. The scope and frequency of activities will be negotiated with the principal.
- To ask for assistance when needed.
- Participate in regular appraisals/reviews of their teaching.

#### OTHER

- To undertake other duties and responsibilities as directed by the Principal.

Please click the link to the [Australian Professional Standards for Teachers \(APST\)](https://www.aitsl.edu.au/teach/standards)  
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