



Teacher

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| Key Reports include | Learning Area Leader for academic matters; Head of Year for wellbeing matters |
| Classification | Teacher Southern Cross Grammar Enterprise Agreement 2023 |
| Salary | In accordance with years of experience and level of responsibility |

Key Aspects of the Role

Developmental Pedagogy and Learning

- Demonstrate an understanding of best practice pedagogy which embraces the principles of personalised learning and encourages high performance outcomes
- Work collaboratively with colleagues to develop programs and initiatives that support the academic growth of each student and create opportunities for quality learning experiences
- Develop and review the curriculum, resources, feedback and assessment practices and targeted teaching and learning strategies across programs
- Ensure that a sound knowledge of emerging trends in educational theory, learning theory, learning technology, student achievement, assessment and methodologies underpins all learning and teaching across programs

Student Care

- Encourage a positive environment, where achievements are celebrated, each student feels valued, and a sense of belonging and connectedness is created for all
- Model authentic and meaningful conversations with members of our community adopting a restorative approach in addressing issues of conflict as required
- Collaborate with the Head of Year Level, Head of Additional Needs, Student Counsellor and other teachers to ensure the support of students with additional needs and/or at-risk students

Communication and Connection

- Form strong collaborative relationships with students, colleagues, parents and the broader school community focused on student learning, agency, wellbeing and engagement
- Regularly communicate with parents/guardians to assist them in supporting their child's academic growth and wellbeing
- Work closely with colleagues in the provision of a challenging, balanced, relevant and differentiated curriculum for students across programs
- Collaborate with the Head of Personalised Learning to plan for and provide data on individual student academic progress
- Actively build professional networks with key external partners and professional associations

Key Contacts

- Principal
- Senior Leadership team
- Staff and School Community
- Subject Association/s



Work Health and Safety

Staff are required to:

- take reasonable care for their own health and safety and that of other staff who may be affected by their conduct
- demonstrate an awareness of Work Health and Safety issues, and have a working knowledge of the school's health and safety policies and procedures
- participate Work Health and Safety related training
- promote a safe working environment by raising work health and safety concerns in a timely manner and reporting any notifiable incident or health and safety matters to the Principal, or member of the OHS committee.

Child Safety

Southern Cross Grammar is committed to creating and maintaining a child safe environment in which students feel safe, and are safe.

All staff are required to:

- provide students with a child safe environment
- proactively monitor and support student wellbeing
- have a working knowledge and understanding of the School's Child Safe Policies and Code of Conduct, and any other policies and procedures relating to child safety
- undertake training to maintain compliance with all child safety legislation, standards and regulations.

Key Capabilities

- Confident in working autonomously and in a team setting to produce quality outcomes for students.
- Clear sense of initiative and personal accountability
- Exemplary teacher with demonstrated understanding of curriculum design and pedagogy including the integration of appropriate technologies which embrace best practice principles of learning and teaching
- Experience working in teams and the capacity to develop co-operative working relationships which promote excellence in teaching and learning
- Exemplary interpersonal skills including negotiation, influencing, conflict resolution and active listening.
- High level written and verbal communication skills
- Effective time management strategies and the ability to prioritise workload
- Genuine interest in the School, students and families in the School Community
- Willingness to undertake other duties as reasonably required by the Principal

Conditions of Employment

- Southern Cross Grammar is an equal opportunity employer
- Evidence of relevant Qualification/s in Education and VIT Registration
- Evidence of current Level 2 First Aid and CPR Certificate, Asthma and Anaphylaxis training or willingness to undertake prior to or on commencement of employment
- A salary will be paid according to qualifications, experience and demonstrated capacity to achieve outcomes
- Salary packaging benefits, professional learning and leadership opportunities
- Employer superannuation contributions as prescribed under the Superannuation Guarantee legislation
- Employment and leave provisions as outlined in the Southern Cross Grammar Enterprise Agreement 2023



Head of Learning Area - Science (7-12)

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| Position reports to | Deputy Principal - Head of Secondary, Teaching and Learning |
| Direct reports to position | Teachers of subjects in the Science department |
| Classification | Teacher, Southern Cross Grammar Enterprise Agreement 2023, with Position of Responsibility |
| FTE | 0.2 (12 periods) time release |
| Duration and Allowance | 3 years, Level 3 allowance |

Purpose of the Role

The Head of Learning Area - Science will be reflective and show a deep commitment to learning. Opportunities for growth and improvement of your team, students and your own capacity will excite and motivate you. The role is for an ambitious leader committed to making an impact on teacher practice and student outcomes.

As a modern school with a commitment to personalised learning approaches, the Head of Learning Area - Science at SCG will work with other learning leaders across the school, sharing and challenging one another's ideas. You will lead with a deep knowledge of Science including up to date, evidenced based, pedagogical practices.

The Head of Learning Area Science will be responsible for the oversight and development of the Year 7-12 Science curriculum, and will work collaboratively with the Science teaching team in the creation and delivery of high-performing learning programs for students.

Key Aspects of the Role

- Provide clear and competent leadership for teachers and laboratory technicians working in the Science Department
- Promote a culture of high performance and innovative teaching practice across the Science Department
- Ensure that a sound knowledge of emerging trends in educational theory, learning theory, learning technology, student achievement, assessment and methodologies underpins all learning and teaching in the Science Department
- Work closely with staff in the provision of a challenging, balanced, relevant and differentiated curriculum for students studying science
- Lead a culture of professional growth in the Science Department to enhance the capacity of teaching staff to apply whole school initiatives and agreed practice, and to support teachers in their individual professional learning needs
- Develop and review the curriculum, resources, feedback and assessment practices and targeted teaching and learning strategies across the department
- Provide strategic leadership of professional development
- Collaborate with the Head of Reporting to plan for and provide data on individual student academic progress
- Effectively communicate with the parents of students studying science
- Manage the Science Department budget to meet strategic objectives
- Collaborate with the key staff and teams in the management and administration of the school's operations and events



- Actively build professional networks with key external partners and professional associations
- Take an active role in the talent management cycle of new employees for the Learning Area
- Willingness to undertake other duties as reasonably required by the Principal.

Key Working Relationships

- Principal and Executive team
- Heads of Year and Senior Leadership
- Students, staff and parents/guardians
- Community stakeholders
- External agencies

Key Capabilities

- A firm commitment to upholding Southern Cross Grammar's Shared Ambition, Purpose and Values
- Strong interpersonal skills and the capacity to develop and sustain productive relationships within and beyond the school community
- Confident in working autonomously and in a team setting to produce quality outcomes for students
- Clear sense of personal accountability
- High level of positive initiative
- Highly effective communication skills with the ability to maintain confidentiality
- Effective time management strategies and the ability to prioritise workload
- Genuine interest in the School, students and the broader community