



Targeted Engagement Program Teacher 2 (TEP2) | Selection Criteria and Job Description

SELECTION CRITERIA

Please ensure you address the below selection criteria in no more than 4 pages

Essential

- To have a personal faith and commitment to the Lord Jesus Christ.
- To attend Church on a regular basis.
- To maintain a lifestyle consistent with Christian profession.
- To be registered with the Teacher Registration Board of WA.
- To meet the requirements to be granted a Working With Children Check and Nationally Coordinated Criminal History Check.
- To have previous, relevant teaching experience (especially in the areas of literacy and numeracy teaching).
- To be able to effectively differentiate curriculum to support diverse learning needs.
- Previous experience in learning support.
- Previous, educational leadership and/or management experience.
- Previous successful team leadership.
- Previous experience developing, reviewing and implementing Documented Plans (IEPs).
- To be able to demonstrate a passion for and commitment to working with at-risk adolescent students.
- To be able to demonstrate effective communication and conflict resolution skills, relevant for managing relationships with parents, students and colleagues.
- To be able to demonstrate familiarity with a variety of teaching and learning strategies to meet individual students' needs and educational objectives.

JOB DESCRIPTION

Primary Role

The primary role of a teacher at Alta-1 College is to provide leadership of an Alta-1 campus through the best possible delivery of education and duty of care for each student in the light of the values and objectives of Alta-1 College.

Nature of Role

- The role of an Alta-1 College teacher is built around the following domains:
- Campus leadership and management
- Staff management
- Curriculum management and development
- Teaching practice
- Student behaviour management
- Student pastoral care
- Parental engagement
- Extra-curricular involvement

Professional Responsibilities:

- Teachers are responsible for all students enrolled at their campus.
- Teachers are responsible to lead and manage all members of staff at their site.
- Teachers are responsible for the maintenance of collegial and professional relationships with other members of the staff across Alta-1 College.
- Teachers are expected to be proactive in supporting the Christian ethos of Alta-1 College.

The specific duties required of teachers within Alta-1 College include:

Program and Campus Leadership and Management:

- Shares and communicates the college's vision, maintaining the developmental direction of the school.
- Proactively leads the development of an innovative campus-based TEP2 program.
- Communicates and models exemplary standards of professional conduct.
- Keeps accurate records of student attendance.
- Develops tools to effectively measure students' progress.
- Initiates and fosters relationships with personnel from referring schools, agencies and bodies. (Works collaboratively with Ellenbrook Secondary College (ESC) in developing and maintaining effective working relationships between the School and Alta-1)
- Follows up enrolment leads in liaison with leadership and administration.
- Ability to work with the Regional Principal and the ESC to achieve enrolment targets.
- Effectively manages and develops a strong team of Youth Engagement Workers (YEW's) who are experts in working with highly disengaged young people.
- Proactively fosters and nurtures the relationship with the partner church and partner organisations.
- Grows TEP2 externally by forming effective networks with other agencies.
- Develops developmentally appropriate teaching and learning programs to meet the diverse needs of students.
- Devises and implements data collection processes which inform partner agencies and serve as a means of justifying funding requests
- Assist in the writing of TEP2 policies and procedures in conjunction with YEW's, Regional Principal and TEP staff from other regions.

Staff Management

- Cares pastorally for campus staff members.
- Delegates responsibilities to campus staff members according to their strengths, abilities, and passions.
- Facilitates opportunities for campus staff members to grow professionally.
- Provides regular feedback to campus staff members eg via weekly feedback session, informal chats, performance reviews.
- Fosters high team morale amongst campus staff members.
- Manages conflict between campus staff members effectively.
- Effectively performance manages campus staff as required.
- Manages staff movements during work days, both on and off campus.

Curriculum Management and Development

- Explores the boundaries of resources, techniques and processes for addressing the very high educational needs of TEP students
- Develops Documented Plans for individual students which are updated every term.
- Leads the creation, development and evaluation of curriculum within the TEP 2 program.
- Demonstrates awareness of existing resources including Learning Technologies and, where possible, participates in the creation, development and evaluation of resources for the implementation of the curriculum within TEP2.
- Devises and implements an appropriate means of student assessment in the context of the college's assessment policy.
- Utilises student performance data to guide curriculum improvement.
- Liaises closely with ESC to ensure TEP2 students progress with their Maths and English curricula while in TEP2.

Teaching Practice

- Adheres to Alta-1 principles of Learning and Teaching Policy
- Understands the developmental milestones for literacy development.
- Employs a variety of effective teaching strategies to successfully implement the curriculum.
- Differentiates the curriculum to ensure the needs of all individuals are met.
- Is aware of course requirements as outline by SCSA and their directions.
- Writes formal academic reports that conform to Alta-1 College guidelines.
- Communicates with College administration in a timely and accurate manner.
- Liaises with the appropriate support staff in the implementation of the curriculum.
- Communicates clearly and positively with students.
- Demonstrates the seven AITSL Professional Standards for Teachers.
- Works closely with Student Services to provide scaffolding and care for students' high-end therapeutic and learning support needs.
- Individually negotiated, documented plan for each student

Student Behaviour Support

- Is fully conversant with policy/ procedures and trauma-informed practice.
- Keeps school and college administration informed of student movements.
- Promptly informs parents/carers of any behavioural issues.

Student Pastoral Care

- Cares for students in a trauma-informed way that reflects the college's values.
- Displays sensitivity to students with personal, social or organisational problems.
- Liaises with colleagues, guardians and external agencies concerning students.
- Ensures that all recovery activities are pursued in a manner consistent with the college's values and in alignment with the Alta-1 System.
- Encourages students to be active participants in the Personal Recovery program.
- In conjunction with YEW's, teaching the content, language and practice of Personal Recovery

Parental Engagement

- Responds positively to parental inquiries.
- Promotes a positive school image.
- Manages complaints appropriately and within policy/ procedures.
- Maintains good communication with parents concerning the progress of their child.

Extra-Curricular Involvement

- Extra-curricular involvement as directed by the Regional Principal and College Executive Officer.

Reporting Relationship

Teachers are responsible to their Regional Principal for the general discharge of all their duties.

External Relations

Public relations (e.g. Contact with the media, police) and contact with general external agencies is the responsibility of the College Chief Executive Officer or delegate.