

Teachers 2022



Guilford
Young
College
Celebrating 25 years

Limited Tenure; Leave Replacement Teacher Vacancies

English 3 (.25)
English Foundations 2 (.25)
Psychology 3 (2 lines, .25 each)

Acting Director of Curriculum (1 year contract)

Sport & Recreation Fitness Experiences 1 (.25)
Sport & Recreation Outdoor Experiences 1 (.25)
RE – Faith in Action (.25)
Legal Studies 2 (.25)

Part-time or full-time applications are welcome.

Application Package for Applicants

Applications Close: Monday 29 November 2021 at 4.00pm

General Information

Catholic Education Tasmania (CET) is a community of thirty-eight schools and colleges serving over 16,000 students and their families across Tasmania supported by the Tasmanian Catholic Education Office (TCEO).

The Archdiocese of Hobart covers the State of Tasmania. The Archbishop of Hobart authorises the existence of all Catholic Education institutes in Tasmania.

Within the Archdiocese there are thirty-eight Catholic schools administered by the TCEO;

- ❑ 35 Archdiocesan Schools
- ❑ 3 Congregational Schools (Dominic College, St Virgil's College, St Francis Flexible Learning Centre)

The Archbishop delegates responsibility to other key bodies including the Catholic Education Commission Tasmania (CECT), the CET Executive Director, School Boards and other groups that support Catholic schools.

Employees are to be familiar with, have an understanding of and commitment to, the Archbishop's Charter for Catholic Schools.

The TCEO, established in 1959, is the central administrative and co-ordinating body for the multi-faceted and diverse mission of Catholic education in Tasmania. One of its prime functions, under the CET Executive Director, is to co-ordinate the provision of Catholic education at all levels and to communicate and negotiate with appropriate authorities on behalf of all Catholic schools in Tasmania.

Some key documents include:

- The Archbishop's Charter for Catholic Schools
- The Tasmania Catholic Education Single Enterprise Agreement 2018
- CECT Policies
- School Policies

For further information click the following links to access the CET and school website:

www.catholic.tas.edu.au
www.gyc.tas.edu.au

Application for Employment

Position:	<i>Please select role/s applying for and note below</i>
1.	
2.	
3.	
4.	
5.	
6.	
Others:	

Family Name		Given Name(s)	
Postal Address			
Telephone:	Work <input type="checkbox"/>		Home <input type="checkbox"/>
	Mobile <input type="checkbox"/>		please tick preferred contact number
Email Address:			

Educational Qualification – Detail Highest Academic Qualification Awarded

Qualification			
Institution		Year Awarded	

Tasmanian Teacher Registration Number <i>(if applicable)</i>		
Catholic Education Accreditation Level Attained <i>(if applicable)</i>		
Working with Vulnerable People check		

Referees

Please provide the names of three referees who are able to comment on your recent work experience and skills.	
Name	
Postal Address	
Phone Number	
Email Address	
Name	
Postal Address	
Phone Number	
Email Address	
Name	
Postal Address	
Phone Number	
Email Address	

Signature		date
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ROLE DESCRIPTION

Role Title	Teacher
Classification	Teacher
School	Guilford Young College
Is responsible to	Head of Faculty
Key Relationships	Teachers, school/TCEO staff, students, parents, volunteers, Parish Priests, visitors, Archdiocesan staff

ROLE PURPOSE

The primary role of the class teacher is to provide for the spiritual, academic and wellbeing needs of all students and to adhere to Catholic principles, by personal example, integrity and behaviour.

CATHOLIC EDUCATION TASMANIA REQUIREMENTS

- Support the mission of the Catholic Church
- Support the Catholic Education Commission Tasmania (CECT) Vision and Mission Statement
- Support the Vision and Mission statement of the individual school
- Nurture the formation of young people through the expression and integration of Catholic beliefs and Gospel values in all aspects of school life
- You must uphold Catholic belief and practice in all the Employee's professional activities and refrain from expressing public opinions or engaging in public activity that, in the reasonable opinion of the Employer, would bring the Employer into disrepute.
- You must be familiar with, have an understanding of and uphold the implementation of the Archbishop's Charter for Catholic Schools

PERSONAL ACCOUNTABILITIES

- To honour, respect and model the Gospel values in all interactions with people in day to day life
- To continually develop positive relationships with all members of the community
- To genuinely support each student within your care wherever possible, celebrating their diversity and catering for individual differences as required
- To be active, collaborative, authentic, professional and relational members of a Catholic School Community
- To develop and support a school culture that empowers students to think critically, discern wisely and value the search for truth
- To openly and honestly provide professional feedback and support to colleagues through the sharing of teaching, public support of other colleagues, and maintaining the dignity of all people within our school community
- To openly and honestly enter into dialogue with the Principal and Leadership team with relevant issues where necessary and appropriate
- To recognise and support parents as the first and foremost educators of their children
- To actively engage and encourage parents to be involved in their child's education through a variety of opportunities
- To create an atmosphere in which parents feel comfortable to approach the teacher on matters relating to their child
- To maintain positive, open and proactive communication with parents, students, staff and wider community

TECHNICAL ACCOUNTABILITIES

- To promote and develop growth in faith and Catholic ideals through example and instruction
- To create and maintain an attractive, safe and engaging environment to enable positive learning to take place
- To be involved in ongoing personal and professional learning
- To present professionalism that demonstrates clear programs and organisation
- To be flexible in planning and classroom management
- To support extra-curricular activities of the school; parish and community
- To actively engage in collaboration

SCHEDULING ACCOUNTABILITIES

- Report to the Principal and/or other senior staff regularly
- Attend staff meetings and professional learning sessions
- Meet with colleagues and senior staff to plan, moderate and discuss teaching and learning of students
- Conduct Parent / Teacher Interviews
- Prepare Learning Plans
- Prepare written student reports at various intervals each year
- To meet with parents as requested

SELECTION CRITERIA

Essential

Qualifications

- Qualified and registered Teacher in Tasmania or ability to gain registration prior to the commencement of the position
- Successful attainment of Accreditation B: Accreditation to teach Religious Education in a Catholic School; or the willingness to work towards the successful attainment thereof
- Valid Working with Vulnerable People registration

Knowledge, skills and abilities

- Demonstrated knowledge of how students learn
- Understanding of Australian curriculum relevant to Tasmanian Catholic education
- Understanding of current teaching pedagogy and best practice
- Ability to create and maintain a supportive and safe learning environment
- Ability to assess, provide feedback and report on student learning
- Demonstrated ability to engage professionally with colleagues, parents/carers and the community
- Ability to engage with the School community
- Demonstrated commitment to ongoing professional learning

Desirable

Qualifications

- Post graduate qualification in (Area of Specialisation or working towards)
- Current Motor Vehicle Licence
- Current First Aid Certificate

Knowledge, skills and abilities

- Ability to teach Religious Education within the School
- Experience in different schools
- Experience teaching different grade levels



Role title:	Director of Curriculum
Leadership Classification:	Level 3
Time Release:	10 hours
Accreditation Status:	Strand 2.3/2.4 –Leadership in a Catholic School
Is responsible to:	Deputy Principal
Key relationships:	Principal, Leadership Team, staff, students, parents, CET staff, association colleges

OVERALL PURPOSE OF THE ROLE

The Director of Curriculum is responsible for curriculum implementation and leads the College to achieve its educational vision and mission.

SPECIFIC FOCUS OF THE ROLE

- to lead the College Teaching and Learning Team to implement best practice in the delivery of appropriate curriculum opportunities for senior secondary students;
- to oversee the work of the Heads of Faculty, VEL and Targeted Programs Managers and the teaching staff;
- to lead the implementation of curriculum development and change;
- to coordinate and manage quality assurance, professional accountability, professional development and review, student assessment and reporting processes in the College;
- to promote a strongly positive and collegial academic culture seeking to develop students as autonomous, reflective and lifelong learners; and
- to authentically model and foster a lived Catholic ethos.

ROLE RELATIONSHIPS

Immediate Manager: Deputy Principal

The College employs two Directors of Curriculum, each responsible for one of the two campuses. Both directors work closely together to plan and manage curriculum issues, student learning and teacher supervision in a consistent way for the whole College.

Direct Management and Supervision of: Heads of Faculty
VEL Manager
Targeted Programs Managers
Lead Teachers
Moderators
Teacher Assistants

Leadership Portfolio: Curriculum Leadership and reform
or Operational Management of TCE

The two Directors of Curriculum will each take a special interest in *Curriculum Leadership* with its focus on strategic vision for the College and curriculum reform and improvement or the *Operational Management* of TCE coordination with a focus on information management, Quality Assurance and course delivery standards. Delegation of College-wide tasks by the Directors is recommended to achieve efficiencies.

Meetings and Team Responsibilities

The Directors of Curriculum have leadership responsibility for:

- College Teaching and Learning Team
- Campus Teaching and Learning Team

The Director of Curriculum is a member of:

- College Curriculum and Pedagogy Team
- College Leadership Team
- Campus Leadership Team
- Academic Committee

PEOPLE ACCOUNTABILITIES

- 1 Contribute to and sustain the life and identity of the school as a Catholic faith community.
- 2 Build and maintain positive professional relationships across the College and wider education community:
 - Communicate clearly and with appropriate sensitivity, respecting confidentiality and the dignity of people;
 - Support teachers with clear communication about professional responsibilities with regard to planning, assessment, reporting and professional development;
 - Communicate teaching and learning information to students, parents and teachers and contribute to College publications; and
 - Work in partnership with teaching and learning leaders in other schools and colleges and with outside organisations and authorities in order to advance opportunities for the College.
- 3 Facilitate access for students to appropriate, challenging and enriching learning opportunities:
 - promote a strongly positive and collegial academic culture seeking to develop students as autonomous, reflective and lifelong learners;
 - sensitively assist students in making changes to their learning program to better meet their pastoral and education needs;
 - manage processes of transition, course selection and enrolment and sensitively assist students in making changes to their learning program to better meet their pastoral and learning needs;
 - receive and supervise the management of student and parental concerns around teaching and learning issues; and
 - collaborate with the Campus Leadership Team to nurture a climate of respect, care and consistently high expectations with particular attentiveness to Indigenous students, CALD and migrant students and students with learning, pastoral and health challenges.
- 4 Collaborate with the Deputy Principal and fellow Directors in leading the campus community.

- 5 Collaborate closely with colleague Director of Curriculum to maximise efficiency and consistent opportunities and systems on both campuses of the College.

SUSTAINABILITY AND LEADERSHIP ACCOUNTABILITIES

- 1 Lead the College Teaching and Learning Team to implement best practice in the delivery of appropriate curriculum opportunities for senior secondary students:
 - seek out opportunities to engage in sustainable school improvement in all areas of teaching and learning;
 - model and promote excellence in teaching and learning and best practice in education;
 - recognise and celebrate achievement and progress in learning;
 - determine discrete areas of responsibility in consultation with the Co-Director of Curriculum to achieve a consistent College-wide approach and resource efficiencies;
 - collaborate with the Teaching and Learning Team in planning and implementing the strategic direction for ongoing improvement in teaching and learning in line with the College's Strategic Plan and report on strategic objectives to the College Board;
 - collaborate with the Director of Information Technology to further develop the integration of eLearning opportunities and technologies into the College curriculum; and
 - Seek to review and reflect on processes and procedures in order to make improvements.
- 2 Take a lead role in the formation and professional development of teachers:
 - Support the members of the Teaching and Learning Team to build their leadership capacity and support their teachers to improve their professional skills;
 - collaborate with the College Leadership Team to assign staff to subjects and courses in the process of staffing each year; and
 - provide resources for the support and mentoring of pre-service teachers.
- 3 Lead the process of professional review and improvement in all areas of the provision of curriculum:
 - oversee the Heads of Faculty' supervision of the planning, development, record keeping and effective evaluation of course delivery;
 - lead and monitor the development, documentation and implementation of teaching and learning policy;
 - lead processes of implementation of curriculum reform and improvement and disseminate relevant information to staff about educational developments at both the national and local level; and
 - assist in the collection and analysis of data to inform evaluation and review.
- 4 Engage in strategic thinking and planning to ensure the smooth delivery of teaching and learning opportunities and to prepare for key organisational moments in the year:
 - collaborate with the Teaching and Learning Team to plan for assessment and reporting time-lines and the preparation of support material for reporting to parents and students;

- collaborate with the Director of Organisation to plan and evaluate the smooth running of exams;
- collaborate with the College Leadership Team and the Directors of Organisation to construct course selection line sheets and the College timetable; and
- plan for and review the process of course counselling and student enrolment to courses

OPERATIONAL ACCOUNTABILITIES

- 1 Manage communication of curriculum information to parents and students:
 - collaborate with teachers and moderators to compile course information for the College Handbook, Booklists and Scope and Sequence documents;
 - Manage the course counselling processes for students;
 - proofread and review term reports;
 - distribute information to students for exams including the process for special consideration;
 - collaborate with the Organisation Team to manage the Pathways Expo;
 - assist teachers as needed to communicate with parents regarding student progress; and
 - disseminate final results to teachers and manage student queries regarding their results.
- 2 Facilitate clear communication of professional information to teachers:
 - coordinate and manage quality assurance, assessment and reporting processes in the College;
 - collaborate with the Director of Organisation to communicate alterations to the teaching timetable and daily expectations;
 - liaise between teachers and the TASC;
 - manage the collation and appropriate use of budget planning for all teachers;
 - give timely information to teachers regarding work expectations for assessments and reporting; and
 - assist teachers and Heads of Faculty through the process of Quality Assurance and auditing processes.
- 3 Manage the administration of the Campus Teaching and Learning Team and assist the Heads of Faculty, Targeted Programs Manager, VEL Manager and Moderators to manage their portfolios and provide professional supervision to their teachers.
- 4 Collaborate with the Campus Leadership Team to lead the campus:
 - in the absence of other campus leaders, support the operational smooth running of the campus and be prepared to act in other's roles; and
 - collaborate with the Director of Organisation to implement programs for planned major events.
- 5 Undertake delegated responsibilities for Workplace Health and Safety.
- 6 Undertake other duties as required by the Principal.

SELECTION CRITERIA

Qualifications:

Essential

- Registration as a teacher in Tasmania
- Accreditation to Teach in Catholic Education

Desirable

- Accreditation to Lead in Catholic Education
- Qualifications in leadership
- Post graduate study in education or leadership

Experience

Essential

- Recognised credibility as an excellent teacher
- Proven track record of quality teaching and professional learning
- Experience in curriculum development such as course writing, resource development or participation in Learning Area leadership
- Experience in leadership in Catholic Education
- Organisational management experience including managing budgets, managing documentation, meeting deadlines and facilitating team meetings
- Experience in management of teams of teachers
- Experience dealing with and managing processes of conflict resolution

Desirable

- Broad range of teaching experiences across subjects, Colleges and systems
- Experience in leading curriculum change
- Experience in providing professional learning to teachers
- Experience in teaching at senior secondary level

Knowledge, skills and abilities:

Essential

- Effective written and verbal communication skills
- Ability to manage and coordinate multiple work priorities and tasks within set timelines
- Ability to work autonomously with little direction or supervision
- Ability to work collaboratively to find creative solutions to problems
- Knowledge of curriculum development in Tasmania and Nationally
- Knowledge of processes and strategies for leading people and communities
- Knowledge of current research and best practice approaches in teaching and learning
- Capacity for growth and development as a teacher and a leader

Desirable

- High level of skill in the effective use of ICT solutions and capacity to learn new systems efficiently

Additional Position Information

Start Date:	31 January 2021
Tenure:	Limited Tenure 6 month Probation Period
Location:	Guilford Young College (Barrack Street Hobart or Bowden Street Glenorchy Campuses)
Hours of Work:	Pro-rata, based on FTE, of 36 hours per week, 20 hours of which are face to face teaching. Scheduled teaching time as per timetable. Other duties as required by the College.
Employment Conditions:	As per the Tasmanian Catholic Education Single Enterprise Agreement 2018 https://catholic.tas.edu.au/file/media/286/catholic_education_tasmania_agreement_final_20181112.pdf
Remuneration:	Teacher Salary Range: \$63,213 to \$104,313 – plus 10% superannuation - pro rata to FTE Director of Curriculum attracts a Level 3 Leadership Allowance of \$9,071- pa

Final Check List for Applications

Before sending in your application, use this checklist to make sure you have not missed out any important details. Please ensure that you submit:

- Signed and dated Application for Employment Form
- A cover letter of introduction stating the reasons you are seeking the position
- A current copy of your Curriculum Vitae, which should include a brief employment history stating where you have worked, the length of service and brief description of the position(s) held and duties undertaken
- Succinctly addressed the Accountabilities and Selection Criteria in the Role Description
Hint: when addressing the Accountabilities describe how your knowledge and experience demonstrate your ability to undertake the role
- Included any other relevant information you wish to submit

Applications are to be addressed to Craig Deayton, Principal, Guilford Young College and forwarded electronically by 4.00pm Monday 1 November 2021 to employment@gyc.tas.edu.au.

Upon receipt of an application, you will receive a confirmation of receipt via email within two business days.

If you have any further queries regarding your application please do not hesitate to contact employment@gyc.tas.edu.au.