



# **SUBJECT TEACHER**

## **Role Description**

### **Vision Statement**

Guided by our Catholic Identity, St Brigid's College ensures high levels of learning and success for all.

### **Role Description**

The Subject teacher has a responsibility to teach the subject assigned in accordance with the stated aims of the curriculum as approved by the Learning and Teaching Team and the Principal. The role of the subject teacher is to develop engaging and challenging curriculum and positive relationships with all students to enhance learning outcomes. All teaching within the College is conducted in line with the ethos of a Catholic school in the Brigidine tradition.

All subject teachers will abide by the directive of Ministerial Order 870. They will know and understand the details embedded within the Child Safe Standards. The subject teacher must understand and abide by the professional, moral, and legal obligations to implement child protection and child safe policies, protocols, and practices.

### **Position Objectives**

Subject teachers are expected to discharge the following duties and responsibilities:

- Provide opportunities to engage students in a variety of learning experiences where students are encouraged and supported in achieving personal excellence
- Provide students with a positive role model through their actions as a committed Catholic educator
- Teach classes within their subject areas in line with courses of study developed by the Victorian Curriculum and faculty groups or as part of the VCE/VCAL framework
- Be able to assist students with individual and group work in accordance with the work requirements outlined in course of studies
- Assist the Learning and Teaching Team and Principal in reviewing, designing, and developing curriculum
- Demonstrate leadership in developing engaging curriculum and teaching strategies for staff
- Work as part of a Professional Learning Team (PLT)
- Other tasks as directed by the Learning and Teaching team, Student Wellbeing team and Principal
- Attend, for the duration, all meetings and functions as requested by the Learning and Teaching Team or by the Principal.
- Subject teachers are mandated by law under section 184 of the Children Youth and Families Act 2005 (CYFA) to report their belief, when the belief is formed on reasonable grounds, that a child is in need of protection from significant harm as a result of sexual abuse or physical injury.

## Responsible to:

Firstly, report to their applicable Learning and Teaching team member, who in turn reports to the Principal.

## Key Performance Indicators (Accountabilities):

- The Subject Teacher reports to the Principal through their Learning and Teaching Team.
- All teachers are expected to meet the minimum requirements of the AITSL (Australian Institute for Teaching and School Leadership) Standards relative to their experience. That is a Graduate teacher would be expected to meet the 'Graduate' standards and all other teachers would be expected to meet the 'Proficient' standards as a minimum.
- In particular, teachers at St Brigid's College are accountable to the following aspects of the AITSL Standards:

### STANDARD 1

A teacher at St Brigid's College will:

- Work collegially to use a range of teaching strategies that allow students to strive and achieve excellence and that are inclusive of all students with respect to cultural, religious, and socio-economic backgrounds.
- Teachers provide differentiated strategies to meet the learning needs of students across the full range of abilities.

### STANDARD 2

A teacher at St Brigid's College will:

- Effectively organise, design, and implement engaging and meaningful teaching activities that allow all students to experience success.
- Foster a safe learning environment which promotes an understanding and respect of all cultures and religions.
- Work collaboratively to develop content which integrates relevant and meaningful ICT and supports and improves student literacy and numeracy. Assessment is authentic and has the purpose of improving student growth. It is consistent and within the prescribed methods of VCAA and Awakenings guidelines.
- Report regularly, giving meaningful and individualised feedback.

### STANDARD 3

A teacher at St Brigid's College will:

- Work collaboratively and effectively communicate with staff, students, and families in planning, implementing, and evaluating teaching and learning programs that engage learners through a variety of inspiring resources including ICT.
- Set explicit goals for learners that are both challenging and achievable and use a variety of teaching strategies to develop student knowledge, skills, problem solving and critical and creative thinking.

### STANDARD 4

A teacher at St Brigid's College will:

- Create a nurturing and ordered learning environment, which is learner-centred, supportive, cooperative, and consistently aligned with relevant curriculum policies, documents and practices
- Implement exemplary teaching strategies that are adaptive, inclusive, and equitable, reflecting the values of the Bridigine tradition

- Continually assess, reflect and act to create safe, growth-promoting learning environments that recognise the dignity and value of every student and enables them to achieve
- Develop passionate, community-minded, global citizens who are inspired to actively strive for justice and excellence in their daily lives

#### STANDARD 5

A teacher at St Brigid's College will:

- Effectively use valid and dynamic assessment strategies in order to inspire and provide students with timely and appropriate feedback about their understanding and level of achievement.
- Through the use of current learning assessment strategies teaching practices should be moderated and modified so that achievement can be accurately reported to students and parents.
- Through the use of different analysis techniques, including informal and formal strategies, students are provided with meaningful feedback to achieve their full potential.

#### STANDARD 6

A teacher at St Brigid's College will:

- Engage in professional learning by identifying needs and undertaking targeted and prioritised professional learning activities.
- Actively contribute to collegial discussion and reflect on feedback to improve professional practice and learning outcomes of students
- Participate in learning to enhance understanding of Catholic faith, culture, and traditions.

#### STANDARD 7

A teacher at St Brigid's College will:

- Act in a professional and ethical manner when engaging with students, parents/carers and colleagues/networks.
- Comply with legislative, administrative, and organisational requirements.

### **Key Attributes and Personal Traits**

- Demonstrated understanding of, interest in and commitment to, the Catholic philosophy and ethos of the School
- Demonstrated commitment to on-going improvement in practice
- Be organised and act in a timely manner
- Ability to prioritise tasks
- Possess high quality communication skills
- Ability to be flexible as situations arise
- Ability to work as a dynamic team member and show initiative and flexibility
- Be enthusiastic, creative, and innovative
- Demonstrate a collaborative approach to work
- Show a demonstrated commitment to the Professional Learning Culture and lifelong learning

### **Qualifications, Skills and Experience**

It is anticipated that the Subject teacher would have, the following:

- Teaching qualifications and experience
- Commitment to undertake or complete post graduate studies in subject or school related areas
- Current Victorian Institute of Teaching Registration

- Current Police Check
- Experience teaching students across a variety of year levels
- Understanding of the requirements as outlined in the course of study and other documentation for teachers teaching VCE subjects, where appropriate
- Experience within a Catholic educational organisation
- Attendance at appropriate professional development activities relating to subject area(s).

## Other Duties

- Other duties as required by the Principal.

## Award and Conditions

Title	Teacher
Classification	Teacher Level T1-1 through to T2-6
Time fraction	Full-time, Part-time, or casual, as required
Hours of work	Normally between the hours of 8:00am to 5:30pm with additional reasonable hours as required
Value range	In accordance with the Catholic Education Multi Enterprise Agreement 2022
Employment status	Ongoing, Fixed Term or casual
Leave entitlements	In accordance with the Catholic Education Multi Enterprise Agreement 2022
Date	August 2023

## Appraisal

An Annual Review Meeting (ARM) will be held with the Principal (or nominee)

## Appendices

Nil

## Document Review

<b>Prepared: Jan 2010</b>	<b><u>Date</u></b>	<b><u>Comment</u></b>
Updated:	March 2014	
Updated:	April 2017	Layout updated, etc.
Updated:	February 2020	Content updated
Updated:	August 2021	Change in reporting lines
Reviewed:	Mar 2023	No changes
Reviewed:	Aug 2023	Updated reference to the new CEMEA