



Position Title:	Primary Teacher
Position Type:	Permanent full time
Department:	Primary School
Approved:	April 2025 by Deputy Principal
Hours per week / FTE	1.0 FTE
Award Classification	Teacher Step 1.1 – Step 2.5

St Columba Anglican School is a leading regional school in New South Wales, committed to providing exceptional education and fostering a nurturing Christian environment. Our school is founded on the belief that all students deserve the highest standards of academic achievement and personal growth.

School Vision

At St Columba we will transform the lives of our students by offering the educational opportunities that will enable them to have lives of purpose, service and engagement.

Values are the heart of an organisation driving school culture, expectations, behaviours, and decision making. The St Columba Anglican School values, grounded in the Christian understanding of Faith, Hope, Truth and Love lay the foundation for our purpose and priorities for the future.

Role Purpose

As a Primary Teacher at St Columba Anglican School, you will contribute to the academic, social, emotional, and spiritual development of students through a commitment to wellbeing, deep learning, and whole-school engagement. You will deliver engaging and differentiated learning experiences that align with the NSW Education Standards Authority (NESA) curriculum, the School's Deep Learning Framework, and Christian ethos.

Primary teachers are also expected to actively participate in the co-curricular life of the school, working collaboratively with colleagues and leaders to ensure holistic student growth and achievement.



KEY RESPONSIBILITIES

Curriculum and Pedagogy

- Deliver rigorous, engaging, and evidence-informed learning experiences aligned with NESA requirements and the Deep Learning Framework.
- Integrate technology effectively to enhance learning, promote digital literacy, and personalise instruction.
- Differentiate teaching to meet the needs of diverse learners and foster inclusive learning practices.
- Use data and student evidence to inform planning, teaching, assessment, and reporting.
- Contribute to collaborative curriculum development and innovation within stage teams.
- Design and implement authentic assessments that measure deep learning competencies and guide continuous improvement.

Pastoral Care and Student Wellbeing

- Foster a caring and inclusive classroom environment that promotes the school's Christian values and supports students' social-emotional wellbeing.
- Provide guidance and support to students, addressing their academic, social, and emotional needs.
- Maintain confidentiality and uphold the highest standards of professional ethics.
- Collaborate with the school leadership team to implement effective discipline policies and promote a positive school culture.

Additional Expectations

- Actively participate in the School's co-curricular program, including sport, creative arts, outdoor education, or academic enrichment.
- Support and attend school events, camps, productions, and other whole-school activities.
- Build and maintain positive relationships with students, families, and colleagues.
- Communicate effectively and professionally with parents/caregivers, including through student management platforms and academic reporting.
- Participate in staff meetings, planning days, and professional development.
- Contribute to a culture of collaboration, reflection, and continuous improvement across the School.
- Model active citizenship and engagement beyond the classroom.

Qualifications

- Bachelor of Education (Primary) or equivalent qualification
- Strong understanding of child development and how they learn
- Proven experience in teaching at the primary level
- Excellent communication and interpersonal skills
- Commitment to professional development and continuous learning
- Willingness to participate in school co-curricular activities
- Ability to work collaboratively as part of a team



Accountability

Child Safety

St Columba Anglican School has an abiding commitment to the safety, protection, and wellbeing of all children and young people in our care. All staff members are accountable for ensuring adherence to the policies of the School, particularly those relating to safeguarding children.

Work Health and Safety

The School's WHS Policy underscores our commitment to ensuring a safe and healthy environment for all employees, students, and visitors. It is expected that all staff prioritise the health and safety of themselves and the students under their supervision.

General

Breaches of a staff member's responsibilities and/or authority will be managed through the School's Disciplinary Management Procedures. This accountability is underpinned by St Columba Anglican School's Staff Code of Conduct, Complaints, and Performance Management procedures.

Role Classification

Salary will be determined in accordance with the current provisions of the Independent Schools NSW (Teachers) CMEA 2025 and will be commensurate with the successful applicant's qualifications and experience.

Mandatory Criteria

Current Working with Children Check – verified
Current First Aid Certificate (or willingness to obtain).

Organisation Chart Relative to Position

The Manager's Manager: Principal
The Immediate Line Manager: Head of Primary School
Faculty Supervision: Stage Coordinator
This position: Primary Teacher