

JOB DESCRIPTION & EMPLOYEE SPECIFICATIONS

Teacher – Inclusive Education and Extension [Middle / Senior Years]

Purpose Statement:	We inspire and equip students to flourish as compassionate, highly capable people who enrich the lives of others, guided by Christian values.
Culture:	The College fosters a culture that is community focussed, relational, nurturing, inclusive and gracious
Position Title:	Teacher – Inclusive Education and Extension
Position Classification:	Will be advised on the submission of Statements of Service <i>Lutheran Schools NT Collective Agreement 2025</i> or its replacement
Hours of Work (FTE):	Refer to Contract of Employment
Tenure	Refer to Contract of Employment
Salary:	Will be advised on the submission of Statements of Service and as outlined in the <i>Lutheran Schools NT Collective Agreement 2025</i> or its replacement
Working Relationships:	- Responsible to the Principal through Head of Middle/Senior School and Learning Enrichment Coordinator (Secondary) - Takes direction from Learning Enrichment Coordinator (Secondary), Heads of Learning and Teaching, and Head of Students - Collaborates with other Learning Enrichment Teachers, Learning Support Staff, Year level and Learning Area Coordinators. - Supports and guides teaching teams and colleagues more broadly. - Maintains professional standing through all interactions with students, staff, parents, volunteers, visitors and suppliers of Good Shepherd Lutheran College
Special Conditions:	- Teacher Registration in the Northern Territory - Current NT Working With Children Clearance (Ochre Card) - Inherent physical requirements of adequate strength, mental acuity and stability, mobility, vision and hearing to perform duties

Job Description

Position Summary

The Inclusive Education and Extension Teacher's main role is to support teachers in enabling students with disability to access and participate in the curriculum. It is also to guide the extension of students who are gifted and talented and provide targeted guidance where there are behavioural or complex presentations by students. Their role requires liaison with parents, teachers and therapists as appropriate to ensure the educational priorities for students with diverse abilities and requirements are met.

The Inclusive Education and Extension Teacher works as part of a collaborative team who make preliminary assessments, referrals and collectively identify strategies that increase the participation and ongoing

progress of students with diverse abilities, orientations, diagnosed conditions, etc. The role works directly with learners, and indirectly through guidance to other learning support staff and teachers. The inclusive education and extension teacher plays a critical role in maintaining Educational Access Plans, evidence and external reports that informs national data collection and guides further interventions and strategies. It is likely that the Inclusive Education and Extension Teacher would participate in activities that shape a student's enrolment from entry to graduation within the section of the College that it is located.

At the College, teachers are responsible for shaping educational spaces and cultures that enable students to fulfil their potential for intellectual, emotional, physical, spiritual and psychological growth. This role plays a critical advisory element in adapting designed curriculum, pedagogical approaches, modalities and pathways, in collaboration, that result in students achieving academic success in accordance with the policies and procedures at Good Shepherd Lutheran College. They are also called to participate in the broader life of the school and its activities.

The Senior School at Good Shepherd contributes to the critical identity formation years in an adolescent's life, in partnership with parents, and other providers. We establish genuine relationships to support students both personally and professionally as they make the transition from dependence to interdependence to independence.

All teaching staff are expected to continually engage in professional learning and development to improve teaching knowledge and practices. All work is to be performed in accordance with Australian Institute for Teaching and School Leadership (AITSL) professional standards:

Key Responsibility Areas (KRAs)

- Develop Educational Access Plans that enable full participation of learners in their educational experiences.
- Support and guide teachers to understand and implement reasonable adjustments, equitable learning and assessment principles and to know the strengths and limitations of students of diverse abilities and dispositions.
- Advocate for and support learners, their families and teachers to ensure that transparent and inclusive principles for optimal access to learning, success and development are achieved and focussed upon.
- Provide direction to support staff who provide in class or withdrawal interventions and strategies for participation.
- Identify ongoing professional learning needs of teachers, support staff and College staff more broadly that will improve communication and modalities for working with diverse students.
- Maintain accurate, professional and confidential records, and curate appropriate data and evidence for external reporting and consultation.
- Provide guidance on and build out instructional resources, technologies and opportunities that support diverse learning needs.
- Ensure that all legislative and College requirements are met by sharing relevant data on student learning with key staff i.e. NCCD etc

- Model professional and ethical standards when dealing with students, parents, peers and community
- Establish and maintain collaborative and professional working relationships with Learning Enrichment, Special Education and Gifted and Talented Extension peers to ensure a one College coordinated and inclusive approach.

Other Duties

- Participate in pastoral, curricular and extracurricular programs in line with the College Vision, Purpose Statement and Values underpinning the delivery of a Christian based education to students in the College community. Demonstrating values and integrity that align with the college's objectives
- Comply with legislation and College policies, processes, and instructions, including those relating to child protection, non-discrimination, safety, duty of care, and privacy
- Undertake and comply with mandatory training and regulatory requirements as determined by the College
- Actively participate in school events and activities of the College as required.
- Participate in performance reviews and assessments as required
- Take reasonable care of your own health and safety, and that of others, follow any reasonable instruction given by the College, and report and concern(s) which may give rise to danger, and/or any injury which may occur in the workplace
- Apply the principles, purposes and practices of Growing Deep, the Lutheran Education leadership and formation framework, to your role at the College

Employee Specifications

Educational & Qualifications

- Relevant tertiary qualifications (i.e. Bachelor of Education, Bachelor of Special Education, Master of Special and Inclusive Education or similar)
- Current Teacher Registration (Northern Territory)
- Accredited as a Teacher in Lutheran Schools

Experience & Knowledge

- A sound understanding of the principles of Lutheran educations (highly desirable)
- Understand and have experience in working with complex and diverse learners and their needs, records and strategies.
- Work within the scope of the Disability and Education Acts to ensure that all learners have access to high quality educational experiences and programs that lead to long term pathways and opportunities.
- Submissions that support extra considerations for students with specific needs for participation in NTCET, VET or other external assessment providers.
- Previous direction and coordination of learning support mechanisms and processes across teachers, learning areas and educational sectors (eg School, VET)
- Understanding of, and experience in the application of Restorative Practices (highly desirable)
- Understand the framework of Northern Territory Certificate of Educations (NTCET)
- Demonstrated experience and ability to work independently and as part of a team, developing, establishing, implementing, and monitoring learning and curriculum
- Demonstrated experience supporting, instructing, monitoring, and encouraging students to achieve their full potential and develop their God-given abilities
- Knowledge of, and experience in using information technology relevant to the teaching, learning and management of a school
- Demonstrated experience and ability to provide mentoring and guidance to students
- Demonstrated experience in effective administration, planning, and programming
- Demonstrated experience in establishing effective working relationships with staff, students and parents

Skills & Abilities

- Demonstrating values and integrity that aligns with the college's objectives
- Shape and implement considered Educational Access Plans, Reasonable Adjustments and Equitable Learning Approaches.
- Advocacy and plain language translation of complex reports and contexts into workable strategies that improve participation and outcomes.
- Highly developed organisation skills to manage and curate evidence, data and materials to support internal and external reporting.

- Demonstrated management of stakeholder relationships that focus on what is best for a child or young person in their educational pursuits and interests.
- Strong oral and written communication skills
- Excellent time management skills
- Ability to work independently and as part of a team, initiating, adapting to, and managing change
- Accepts responsibility and is self-motivated
- Strong work ethic to achieve college goals
- Computer literate and experienced in providing computer assisted learning in key academic skills areas
- Manage highly confidential information with discretion and integrity
- Demonstrated ability to inspire and enthuse others and to deliver and accept feedback in respect to the effectiveness of one's endeavours, and the achievement of goals