



JOB DESCRIPTION & EMPLOYEE SPECIFICATIONS

TEACHER – Early Childhood

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 – Early Childhood
Position Classification:	Will be advised on the submission of Statements of Service Lutheran Schools NT collective Agreement 2025 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 Lutheran Schools NT Collective Agreement 2025 or it's replacement
Working Relationships:	• Responsible to the Principal through Head of School • Takes direction from Head of School, Deputy Principal as well IBPYP Coordinator (International Baccalaureate Primary Years programme) and Learning Enrichment Coordinator • Professional interaction with all 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, mobility, vision and hearing to undertake an active role with young children and to perform first aid duties

Job Description

Position Summary (summary of the position in relation to the College's goals)

Teachers are responsible for providing an educational atmosphere where students have the opportunity to fulfil their potential for intellectual, emotional, physical, spiritual and psychological growth. They are responsible for organising and implementing an instructional program that will result in students achieving academic success in accordance with the policies and procedures at Good Shepherd Lutheran College. The Early Childhood Teacher will have the responsibility of being the Educational Leader in the Early Learning Centre (ELC).

The Primary Years Programme of the International Baccalaureate (IBPYP) organises learning into six transdisciplinary themes, with an emphasis on inquiry. This approach helps students to take knowledge from two or more subjects and create new understandings and connections. Through the programme, students are encouraged to be active learners who through international mindedness are able to empathise with others and pursue a life of purpose and meaning.

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:

Professional Knowledge

- Know students and how they learn
- Know the content and how to teach

Professional Practices

- Plan for and implement effective teaching and learning
- Create and maintain supportive and safe learning environments
- Assess, provide feedback and report on student learning

Professional Engagement

- Engage in professional learning
- Engage professionally with colleagues, parents/carers and the community

Extent of Authority

- Work autonomously to deliver an appropriate and relevant instructional program exercising discretion and judgement within specified guideline and standards in order to meet the requirements of the role
- Work collaboratively with other members of the College staff to ensure the successful delivery of curriculum
- Responsible for the safety, wellbeing, and academic progress of all students in their care

Key Responsibility Areas (KRAs)

- Collaborate with team leader and educators to provide curriculum direction and guidance
- Support educators to effectively implement the cycle of planning to enhance programs and practices
- Lead the development and implementation of an effective educational program in the service
- Knowledge of the Early Years Learning Framework, National Regulations and Law
- Ensure that children's learning and development are guided by the learning outcomes of the Early Years Learning Framework
- Mentoring and supporting educators' understanding of educational program and practice and critical reflection

- Play a part in developing school curriculum as appropriate to the role
- Provide a positive environment in which students are encouraged to be actively engaged in the learning process
- Communicate effectively, both orally and in writing, with students, parents, and other professionals on a regular basis
- Collaborate with peers to enhance the instructional environment
- Model professional and ethical standards when dealing with students, parents, peers and community
- Establish and maintain cooperative working relationships with students, parents and peers
- Undertake appropriate and agreed continuing professional development
- Meet professional obligations through efficient work habits such as: meeting deadlines and schedules
- Contribute to community and corporate aspects of school life
- Performs other duties and responsibilities as assigned by their PYP Coordinator and Head of School.
- Implement instructional activities where students are actively engaged in meaningful learning experiences
- Identify, select, and differentiate instructional resources to meet the needs of the students with varying backgrounds, learning styles, and special needs
- Plan and implement opportunities for students to engage in digital learning and develop digital competencies
- Demonstrate best practises in facilitating contemporary pedagogies as part of the teaching and learning program
- Ensure that all legislative and College requirements are met by sharing relevant data on student learning with key staff i.e. NCCD etc
- Provide a positive environment in which students are encouraged to be actively engaged in the learning process.
- Observe and evaluate each student's performance and development, and provide appropriate feedback on student work in a timely manor
- Assess, track and report on the learning of students
- Apply classroom management strategies that reflect Good Shepherd's policies/procedures
- Attend and actively participate in co-curricular and extracurricular activities such as meetings, yard duties, social activities, sporting events, clubs and student organisations in line with the Workload Agreement

Other Duties

- Deliver the 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 all 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
- Perform other duties and responsibilities as assigned by their Head of School and PYP Coordinator

Employee Specifications

Educational & Qualifications

- Relevant tertiary qualifications (i.e. Early Childhood Education)
- Certificates in First Aid (HLTAID012) & Asthma and Anaphylaxis
- Accredited as a Teacher in Lutheran Schools (desirable but not essential)
- Mandatory Notification Training

Experience & Knowledge

- Demonstrated experience in planning and implementing high quality program in accordance with the Early Years Learning Framework (EYLF)
- Demonstrated experience in developing and delivering education programs
- Demonstrated ability to work collaboratively with peers and as part of a team
- A sound understanding of the principles of Lutheran educations (highly desirable)
- Understanding of, and experience in the application of Restorative Practices (highly desirable)
- Understanding of the framework of the International Baccalaureate – Primary Years Programme (IBPYP)
- 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
- Experience in, and passionate about working with and supporting young people on their journey through primary education

Skills & Abilities

- Skills and capacity to deliver the 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 aligns with the College's objectives
- Highly developed organisational skills and a proactive approach to problem solving
- Strong oral and written communication skills
- Excellent time management skills
- Ability to lead and work as part of a team as well as independently
- 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