



Position Title:	Secondary Teacher
Position Type:	Permanent fulltime
Department:	Secondary
Approved:	April 2025 by Deputy Principal
Hours per week / FTE	1.0 FTE
Agreement 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 Secondary 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.

Secondary 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 faculty teams.
- Design and implement authentic assessments that measure deep learning competencies and guide continuous improvement.

Pastoral Care and Student Wellbeing

- Foster a caring, inclusive, and values-driven classroom environment that supports the School's Christian ethos.
- Build strong classroom relationships and implement positive behaviour support strategies.
- Actively engage as a Wellbeing teacher, contributing to year-level programs, mentoring, and daily routines.
- Monitor student growth holistically—academic, social, emotional—and provide responsive support and referrals as needed.

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 (Secondary) or equivalent tertiary qualification.
- NESA Accreditation.
- Demonstrated effectiveness in teaching within the secondary context (Years 7–12 subject-specific expertise preferred).
- Strong understanding of deep learning principles and contemporary pedagogy.
- Excellent communication, organisational, and interpersonal skills.
- Proven classroom management and student engagement strategies.
- Commitment to professional development and continuous learning.
- Technological proficiency with capacity to integrate digital tools into teaching.
- Willingness to participate in co-curricular and whole-school activities.



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.

Work Health and Safety

All staff members will be held accountable for their actions and omissions where it affects their own or another person's workplace safety.

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 Secondary School
Faculty Supervision: Head of Faculty (subject area)
This position: Secondary Teacher