



Penola Catholic College Position Description

Position Title	Teacher
Classification	Teacher (T1-1 to T2-6)
Employment Status	Ongoing Full Time for 2026
Reports to	Principal, Deputy Principal Head of Campus, Head of Learning

About Penola Catholic College

Penola Catholic College is a co-educational college for students from years 7-12 with two campuses in the Northern suburbs of Melbourne. College campuses are situated in Glenroy, which caters for years 7 and 8, and the senior campus in Broadmeadows that features years 9 to 12 and a total college enrolment of approximately 1,400 students.

Penola Catholic College is a community of students, parents and staff guided by the teachings of Jesus Christ and inspired by the example of Saint Mary of the Cross MacKillop. Enlightened by the Gospel values of Faith, Love, Hope and Compassion, we strive to provide a holistic education which meets the needs and develops the gifts of each student. As a community we recognise that this is best achieved in a welcoming environment with a commitment to justice, service and collaboration.

Position Objective

In exercising their duty of care, subject teachers are expected to conduct themselves professionally at all times. The Penola Catholic College Staff Handbook outlines aspects of the professional responsibility of teachers at the College. Whilst particular attention should be drawn to the legal responsibilities of teachers, professional conduct by subject teachers extends in particular to the creation of a culture and environment that is conducive to learning.

In return, all subject teachers are entitled to expect a work environment in which they are respected and where they will be able to carry out their professional duties effectively.

The principal work of the College takes place within the classroom where each teacher has the direct and immediate responsibility for the academic progress of his or her students. Each teacher must work towards assisting each student to reach his/her highest academic potential. As such, it is expected that all students be challenged to achieve the highest academic standards possible at all times. The role of the subject teacher may be divided into six major areas of responsibility; a committed approach to this role will uphold excellent standards of teaching within the College.

Responsibilities and Accountabilities

Contemporary Teaching

- Develop a stimulating learning environment by using a variety of styles and approaches to cater for individual learning needs.
- Understand and adhere to state and national course requirements including the standards of professional practice – Australian Standards of Teaching – and the CECV.
- Employ a variety of effective teaching strategies to effectively implement the curriculum.
- Give appropriate time to lesson planning and organisation.
- Understand state and national course requirements.
- Keep accurate records of student attendance.
- Embrace the use of information and communications technologies to enhance learning.
- Engage in learning progress discussions.
- Write formal academic reports that conform to report writing guidelines.
- Monitor the progress of each student and provide meaningful and regular feedback to each student on their progress.
- Liaise with appropriate support staff in the implementation of the curriculum.

Pastoral Care and Child Safety

- Provide students with a child-safe environment.
- Be familiar with and comply with the school's child-safe policy and code of conduct, and any other policies or procedures relating to child safety.
- Proactively monitor and support student wellbeing.
- Exercise pastoral care in a manner which reflects school values.
- Implement strategies which promote a healthy and positive learning environment
- Attend year level meetings as scheduled.
- Attend all school assemblies and school liturgical celebrations.
- Attend school organised activities relevant to house or year level, as required.

Curriculum Development

- Plan, develop, review and evaluate curriculum in subject areas and at year levels which you teach.
- Develop assessment instruments in a collegial manner where whole group testing takes place.
- Evaluate digital learning materials and make recommendations to subject coordinators about their implementation.
- Create and evaluate online resources for the purposes of enriching the curriculum.
- Attend subject meetings as scheduled.

Professional Development

- Have current knowledge of curriculum initiatives in your teaching areas.
- Commit to ongoing professional development in your teaching areas.
- Be open to researching areas of interest relevant to directions provided in the school's strategic plan.
- Continue development of ICT skills as technologies evolve.
- Participate in the staff appraisal process.
- Be an active member of a relevant professional association as duties permit.
- Support collegial learning by acting as a mentor or supervising and supporting a student teacher after consultation with subject coordinator.

Co-Curricular Involvement

- Support and be involved in the co-curricular program.
- Proactively encourage students to participate in co-curricular activities.
- Act as a role model for participating students.

- Keep accurate records of student attendance and participation within the co-curricular activity.
- Create and maintain a safe environment in which students may enjoy their participation.
- Oversee the provision and care of relevant equipment materials and first aid requirements.

General and Administrative Duties

- Contribute to a healthy and safe work environment for yourself and others and comply with all safe work policies and procedures.
- Maintain currency of first aid, mandatory reporting and anaphylaxis training.
- Demonstrate duty of care to students in relation to the physical and mental wellbeing.
- Attend all relevant school meetings and after school services/assemblies, sporting events, mass, community and faith days as well as professional learning opportunities.
- Participate in duty supervision as rostered and other supervision duties when required.
- Demonstrate professional and collegiate relationships with colleagues.
- Uphold the professional standards expected of a teacher.
- Other duties as directed by the Principal.

Experience and Qualifications

Commitment to Catholic Education

- A demonstrated understanding of the ethos of a Catholic school and its mission.
- A demonstrated understanding of the Church's teachings and the Catholic teacher's role in the mission of the Church.
- A demonstrated capacity to instil in students a respect for each other in accordance with the teachings of Jesus Christ.
- A capacity to integrate the Church's teachings into all aspects of curriculum.

Commitment to Child Safety

- A demonstrated understanding of child safety and appropriate behaviours when engaging with children.
- Familiarity with legal obligations relating to child safety (e.g. mandatory reporting).
- Be a suitable person to engage in child-connected work.

Essential

- Teaching qualifications and current Victorian Institute of Teaching (VIT) registration.
- Accreditation to teach in a Catholic school (or be working towards such accreditation).

Desirable

- Accreditation to Teach Religious Education.
- Demonstrated understanding and experience of the learning and teaching pedagogy associated with the Victorian Curriculum.
- Demonstrated experience in using ICT to teach subject area.
- Preference for experience in inquiry based learning and use of student data to maximise learning outcomes.

Skills / Attributes

- Good oral and written communication skills, including ability to communicate with children, parents and the school community.
- Experience and proven record in effective learning and teaching skills, including management of composite classes/mixed ability classes.
- Ability to demonstrate an understanding of appropriate behaviours when engaging with children.
- Demonstrated capacity to participate in a range of school activities, e.g. school sports, sacramental programs, liturgies, school camps/excursions.
- Demonstrated abilities of leadership qualities, self-motivation and maturity.
- Ability and willingness to accept policy directives.

Additional Information

Annual Review Meetings

Actively participate in the Annual Review Meeting (ARM) process with the Principal or Principal's nominee (Assessor). The ARM is a positive process for the Teacher and Assessor to:

- Identify and establish professional development goals and avenues for professional development;
- Assist the Teacher in relation to the Australian Professional Standards for Teachers (the Standards); and
- Affirm achievements and identify areas for improvement and development.

Meetings

Attend staff meetings and other meetings as required.

Professional Learning

Relevant professional learning can be accessed with the approval of the Deputy Principal Learning and Teaching.

Employee Obligations

Policies

All staff are employed under and abide by the *Catholic Education Multi Enterprise Agreement (CEMEA) 2022* (and any instrument that replaces it) and Penola Catholic College policies, guidelines and procedures.

Child Safety

The College has a zero tolerance of all forms of child abuse and actively works to listen to and empower students. The College has policies and processes in place to protect students from abuse and takes all allegations and concerns seriously, and responds in line with the organisation's policies and procedures.

Staff must adhere to the following:

- A thorough understanding of the College's Child Protection - Child Safety and Wellbeing Policies and the Child Safety Code of Conduct, and any other policies or procedures relating to child safety and wellbeing;
- Assist in the provision of a child-safe environment for students;
- Demonstrate duty of care to students in relation to their physical and mental wellbeing.

Breaches will be managed as per the CEMEA 2022 Clause 13 – Managing Employment Concerns.

Occupational Health Safety

Contribute to a healthy and safe work environment for yourself and others and comply with all safe work policies and procedures. It is the responsibility of all staff to ensure OHS guidelines are met, safe work practices are maintained and all hazards reported to the OHS representative or OHS committee.

Each staff member does make a positive contribution to the College environment.

Suggestions that can improve the overall efficiency of a work area are valued and each staff member is encouraged to put forward ideas and suggestions to their Head of Department.