



POSITION DESCRIPTION

Teacher

Role Title	Teacher
Reports to	Accountable to the Principal, with day-to-day direction provided by the relevant Assistant Principal, Academic Head of Department, Head of Year, or other delegated leader.

1. Mission Statement

To inspire all students to aspire to greatness.

2. College Charism and Ethos

Oakhill College's charism and ethos is derived from the five core Lasallian principles to view all things with the eyes of faith, to be inclusive, respectful, pursue excellence, and to advocate for justice and service of the poor.

3. Role Purpose

Oakhill College teachers are responsible for delivering high-quality teaching and learning programs that promote the academic, spiritual, social, emotional and personal growth of every student.

Teachers contribute to the mission of Oakhill College by modelling the values of Catholic and Lasallian tradition, creating inclusive and engaging learning environments, fostering student pastoral care, and supporting students to achieve personal Academic Excellence.

4. Role Accountability

Teachers are expected to demonstrate the Australian Professional Standards for Teachers at the Proficient level and actively contribute to the life of the College through their professional practice, student well-being and pastoral care, co-curricular involvement and commitment to continuous improvement.

5. The Lasallian Teacher

At Oakhill College, teachers are called to live and work in the spirit of Saint John Baptist de La Salle and the Lasallian tradition.

The Lasallian teacher:

- Models gospel values. through words and actions.
- Upholds and actively promotes the safeguarding standards of the College.
- Has a high regard for teaching as a vocation.
- Encourages mutual respect, dignity. inclusion and acceptance among students and staff.
- Encourages mutual respect amongst students and staff.
- Demonstrates deep pastoral concern for every student, particularly those who are vulnerable, disadvantaged or experiencing difficulty
- Adapts teaching and learning to meet the needs of individual students.
- Promotes excellence, effort and personal growth.
- Appreciates and celebrates the gifts and talents of students and colleagues.
- Creates learning environments that are inclusive, student-centred and relational.

- Integrates the Catholic and Lasallian ethos into daily practice.
- Builds authentic partnerships with students, families and colleagues.
- Leads through example, service and professional integrity.
- Is reflective, open to growth and committed to lifelong learning.
- Contributes actively to the faith, service and community life of the College.

6. Role Responsibilities

Teaching and Learning

- Demonstrate deep knowledge of curriculum content, effective pedagogy and NESA requirements.
- Plan, implement and evaluate engaging, challenging and well-sequenced learning programs.
- Set high expectations for student achievement and growth.
- Use evidence-informed teaching practices that support diverse learners.
- Differentiate learning to meet the needs, abilities and backgrounds of all students.
- Integrate literacy, numeracy and digital capabilities across learning experiences where appropriate.
- Effectively utilise contemporary technologies including artificial technology, to enhance student engagement and learning outcomes.
- Promote critical thinking, creativity, problem-solving and independent learning.
- Collaborate with colleagues to develop, review and improve curriculum, assessment and learning programs.

Student Wellbeing and Pastoral Care

- Foster safe, respectful and inclusive learning environments.
- Build positive relationships that support the dignity, wellbeing and growth of each student.
- Promote student responsibility, engagement and positive behaviour.
- Support the College's pastoral care and wellbeing programs.
- Demonstrate a particular commitment to students requiring additional learning, wellbeing or pastoral support.
- Work collaboratively with pastoral teams, learning support staff and families to achieve positive student outcomes.
- Fulfil all Safeguarding Standards responsibilities and comply with all College policies and legislative obligations.

Assessment, Feedback and Reporting

- Design and implement valid, fair and meaningful assessment practices.
- Use a range of formative and summative assessment strategies.
- Provide timely, specific and constructive feedback that improves student learning.
- Maintain accurate records of student achievement, attendance and progress.
- Analyse student data including NCCD, to inform teaching practice and intervention strategies.
- Participate in faculty and whole-school moderation processes.
- Prepare reports and communicate student progress clearly and professionally to students and parents.

Professional Engagement

- Maintain ability to work in Australia including accreditation requirements with NESA.
- Engage in ongoing professional learning aligned with individual and College priorities.
- Reflect on and improve their professional practice through feedback, collaboration and self-evaluation.
- Participate actively in faculty, year group and whole-school professional learning activities.
- Contribute positively to a culture of collegiality, professionalism and continuous improvement.
- Support pre-service teachers, mentoring programs and professional learning initiatives where appropriate.

Partnerships with Parents and Community

- Foster respectful and productive relationships with parents and caregivers.
- Communicate professionally, accurately and promptly regarding student learning and wellbeing.
- Support opportunities for meaningful parent engagement in student learning.
- Represent the College positively within the wider community.

Contribution to College Life

- Participate in co-curricular, sporting, cultural, service and faith-based programs as required.
- Attend College events, meetings, professional learning activities, parent teacher meetings and other required functions.
- Undertake playground, supervision and other operational duties as allocated.
- Support College initiatives, strategic priorities and community activities.
- Contribute to the broader life and mission of Oakhill College beyond the classroom.
- Model expectations set out in all College policies and expectations of teachers in the most up to date Staff Information Handbook

Other Duties

Teachers are expected to undertake such other duties as may reasonably be directed by the Principal, Deputy Principal, Assistant Principal Curriculum, Assistant Principal Pastoral Care or other delegated Directors and Middle Leaders, consistent with the responsibilities and professional expectations of the role.

This Position Description outlines the key responsibilities and expectations of the role and may be amended from time to time to meet operational requirements. The College reserves the right to vary duties to respond to organisational needs and to ensure staff work collaboratively and provide support to team members during periods of high demand or absence.

7. Additional Requirements

All members of staff at Oakhill College are expected to:

- Adhere to the College Safeguarding Standards and Child Protection Policy.
- Hold a valid NSW Working with Children Check or be willing to apply.
- Undertake a Criminal Record Check.
- Model behaviour appropriate to a Catholic school and support the Catholic and Lasallian ethos of the College.
- Support the Senior Leadership Team to achieve the College's Mission, Vision, and Goals.
- Work collaboratively and contribute positively to team-building processes.
- Build positive professional relationships within the College community.
- Provide prompt, professional service and be helpful to visitors and community members.
- Attend staff meetings as required.
- Abide by all College policies and procedures, including privacy, confidentiality, and non-smoking requirements.
- Assist in developing effective communication links within the College community.
- Undertake professional development and training when required.