



## Application Guidelines

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|---------------|-------------------------------------|
| Position:     | Primary STEM Teacher                |
| Reporting To: | Assistant Principals                |
| Tenure:       | 0.6 FTE, 12 month contract position |
| Closing Date: | Monday 14th September 2026          |

## How to Apply

1. Read the Job Description and assess your skill level and experience against it.
2. Prepare a cover letter outlining your knowledge and skills,, including how this connects to this newly created role (1 page).
3. Prepare a resume including the names and details of two professional referees and one pastoral/personal referee, along with their contact details.

Applications are preferred via email in a published format (e.g. PDF) and can be emailed to the People and Compliance Leader, Mrs Kathy Cleggett at [kcleggett@immanuelps.sa.edu.au](mailto:kcleggett@immanuelps.sa.edu.au)



## About Immanuel Primary School

### **Ethos Statement**

The Lutheran school is an agency of the Lutheran Church of Australia through which the church seeks to carry out its ministry to the people of Australia.

The specific ministry and mission of the Lutheran school is to provide quality formal education in which the Word of God informs all learning, teaching and activities and forgiveness and grace govern the relationships of the members of the school community. In order to fulfil this ministry and mission, the staff and management in the Lutheran school will be committed to the Christian faith. Therefore, staff will strive to develop an understanding of the Lutheran school as a community where all individuals are in service to one another because of what Christ has done for us.

### **School Context**

Immanuel Primary School is one of the 85 systemic Lutheran schools in Australia that has God's Word at the centre of life. Through the Lutheran faith we share a history of schooling in Australia spanning 175 years.

Sited on the same campus as Immanuel College, Immanuel Primary School offers an exceptional range of programs, facilities and options for students pursuing the ELC to Year 12 journey.

Immanuel Primary School is an innovative school that was accredited in 2004 by the International Baccalaureate (IB), for delivering the Primary Years Program (PYP) in an exceptional manner. Immanuel connects the strengths of spirituality and learning through the celebration of the gospel and an outstanding educational program with a very active co-curricular program. Central to the approach at Immanuel Primary School is the belief of partnership with parents and teachers working together to provide the best possible environment and quality of care for all students. There are 700 students attending from ELC to Year 6.

### **Our Mission**

It is the mission of Immanuel Primary School to be a supportive community where well-being is nurtured, innovative teaching empowers learners to take responsible action and the message of Jesus Christ is communicated and celebrated.

Our mission is taught, modelled and lived through the values of Respect, Flourish, Serve.



## Job Description

The Reception to Year 6 STEM Teacher is responsible for developing and delivering an engaging, contemporary, and integrated curriculum with a specialised focus on Food Technology and Environmental Science. This role encompasses food and plant technologies, nutrition, food production, sustainability, wellbeing and responsible resource use. Utilising the specialised facilities of the ASPIRE Centre, the teacher designs and implements practical inquiry, authentic problem-solving, and real-world learning experiences aligned with the Australian Curriculum, the IB Primary Years Program (PYP), and Immanuel's ASPIRE teacher capability framework to support the growth and development of the whole child. The STEM teacher creates a safe, inclusive and well managed practical learning environment and contributes to the broader life of the school.

### 1. Teacher Characteristics

#### 1.1 Professional Attributes

A STEM Teacher at Immanuel Primary School displays:

- an appreciation of, and commitment to, the Christian values and Lutheran ethos of the School
- alignment with, and dedication to the School's ASPIRE teacher capability framework
- commitment to collaborate with members of the school community to build a team environment that supports students' learning
- enthusiasm to teach students in a way that is innovative, engaging and inclusive
- a personal commitment to lifelong learning and self reflection
- the use of highly effective communication skills to build positive relationships
- a belief in and commitment to ensuring the school's mission statement is lived
- responsibility for their own professional development to ensure they continually improve their teaching and student learning
- the ability to adapt to a changing environment
- passion and dedication with a growth mindset.



## 1.2 Knowledge

A STEM Teacher at Immanuel Primary School displays:

- knowledge of Christian education requirements based on the Lutheran doctrine
- knowledge of the PYP and Australian Curriculum and how to develop curriculum using the two frameworks
- knowledge of research based pedagogy
- knowledge of how to plan and teach a conceptual and inquiry based curriculum
- knowledge and application of STEM, with a specialised focus on Food Technology and Environmental Science, including food and plant technologies, nutrition, food production and sustainable resource use.
- the ability to provide meaningful, hands-on opportunities for students to explore food and plant science through cultivation, food preparation and production.
- a commitment to connecting STEM learning with student wellbeing, healthy and sustainable food choices, responsible resource management and real-world environmental challenges.
- knowledge of collaborative practices with colleagues, leaders, and parents to effectively support student needs, dietary requirements, and learning aspirations.
- knowledge of relevant laws, regulations, policies and other specific functional knowledge.

## 2. Roles and Responsibilities

### 2.1 Objective

Teachers at Immanuel are expected to fulfil the roles, accept responsibilities and meet appropriate duties as described within this statement; to do so in accord with the School's Mission Statement, aims and values, the IB Primary Years Program and the Industrial Agreements, thereby meeting the needs of students in the teacher's care.



A STEM Teacher at Immanuel Primary School will:

- work within the law applying to teachers
- work within school policies, regulations and expectations as outlined in school documents
- work within the School's Mission and Vision Statement
- work within Industrial Agreements as they apply
- work within Workplace Health and Safety Regulations and other external regulations governing the school
- nurture the Christian faith and life of the children through teaching, worship and pastoral care
- exemplify and model the Christian lifestyle in and beyond the school
- demonstrate a belief in, knowledge, expression and justification of the school curriculum
- demonstrate an understanding and practical awareness of current research related to development of children and adolescents and how they learn

## 2.2 Planning

A STEM Teacher at Immanuel Primary School is responsible for:

- planning collaboratively for student-centred learning
- planning learning engagements to meet students' individual learning needs and to ensure students' progression
- planning using a transdisciplinary approach
- planning, based on agreed student learning outcomes and in the context of a coherent, school-wide program
- documenting planning on school agreed planners
- using assessment evidence throughout the planning process to meet learning needs
- planning a stimulating agile learning environment to provoke and support inquiry
- involving students in planning for and reflecting on their own learning and assessment
- planning engaging, significant, relevant and challenging units.

## 2.3 Teaching and Learning

A STEM Teacher at Immanuel Primary School is responsible for:

- using a range of evidence based teaching strategies
- modelling and encouraging a growth mindset





- valuing students as thinkers with their own emerging theories
- empowering students to feel responsible and motivated to take action and to serve
- involving students actively in learning knowledge and skills
- pursuing guided inquiry and authentic real-life investigations
- catering for the needs of second language learners
- valuing diversity and supporting all students to achieve their potential
- providing opportunities for students to develop the attributes of the IB learner profile and ASPIRE Learner Aspirations Approaches to Learning framework
- engaging in critical reflection in order to improve their knowledge and skills to better engage students and improve their learning
- effectively using and applying digital technologies to enhance learning and teaching
- continually monitoring student behaviour and implementing practices in accordance with the Immanuel supporting behaviour policy
- seeking support services and structures within the Lutheran, independent and Government sectors as they relate to the teaching and learning of students.

## 2.4 Assessing and Reporting

A STEM Teacher at Immanuel Primary School is responsible for:

- viewing planning, teaching and assessing as interconnected processes
- using a range and balance of recording, reporting and assessment strategies
- involving students, parents and colleagues in the assessment and reporting process
- involving students in ongoing shared reflection of their learning and themselves as a learner
- evaluating the program collaboratively using agreed flexible systems
- assessing the level of students' current experience and understanding before embarking on new learning
- providing growth-oriented, relevant and timely feedback on student learning and achievement
- moderating student learning to enable reliable, credible and fair reporting judgements
- addressing the holistic and transdisciplinary nature of the school's approach to learning as well as showing progress in accordance with the Australian Curriculum Achievement Standards for applicable Australian Curriculum learning areas



- undertaking reporting procedures according to the principles and essential agreements developed by the school
- documenting both the process and the product of student learning using a Digital Learning Journal (DLJ) on Seesaw
- maintaining assessment records including formative and summative assessment.

## 2.5 Professional Relationships with Students

A STEM Teacher at Immanuel Primary School is responsible for:

- developing and maintaining supportive and caring relationships with students within an inclusive environment whilst maintaining professional boundaries
- developing and maintaining effective communication skills
- encouraging students to flourish in activities both inside and outside the classroom
- working with students to develop strong approaches to learning skills
- maintaining and implementing a current knowledge base of classroom organisation, behaviour management strategies and restorative practices.

## 2.6 Professional Relationships with Colleagues

A STEM Teacher at Immanuel Primary School is responsible for:

- seeking harmonious relationships with staff
- providing assistance to pre service and beginning teachers when appropriate
- supporting and assisting colleagues in the performance of their professional duties and responsibilities
- promoting a non-discriminatory work environment.

## 2.7 Professional Relationships with Parents/Caregivers

A STEM Teacher at Immanuel Primary School is responsible for:

- establishing relationships with parents and carers based on courtesy, mutual trust, respect and open communication
- respecting parents' and guardians' rights of inquiry, consultation and information with regard to their children
- respecting family privacy and treating information with an appropriate level of confidentiality



- respecting the uniqueness and characteristics of each student's family background
- maintaining appropriate contact with parents and the wider school community

## 2.8 Contribution to School Culture and Community

A STEM Teacher at Immanuel Primary School is responsible for:

- performing such duties as required from time to time to maintain an effective and efficient operation of the school
- voluntarily contributing towards activities or committees that pursue organisational goals of the school
- attending selected out of hours community functions.

## 2.9 Professional Growth and Development

A STEM Teacher at Immanuel Primary School is responsible for:

- actively seeking and participating in professional development in any of the above points which are considered by the teacher and/or the school to require development
- developing a habit of reflecting on teaching and planning practices
- enrolling and participating in Lutheran theological courses as required by Lutheran Education Australia (LEA).

## 3. Training and Knowledge

A STEM Teacher at Immanuel Primary School will provide evidence of:

- tertiary qualifications relevant to the learning area
- specialist qualifications in STEM is desirable
- sound knowledge of STEM, with a specific focus on Food Technology and Environmental Science.
- strong understanding and experience in the Australian Curriculum
- knowledge of or experience with the International Baccalaureate Primary Years Program Framework is desirable
- current registration with the Teachers Registration Board of South Australia (includes criminal history check)
- Responding to Risks of Harm, Abuse and Neglect training
- minimum Basic Emergency Life Support First Aid Training





- current Working With Children Check
- Teacher Accreditation as outlined by Lutheran Education Australia. (Training may commence upon appointment)
- Valuing Safe Communities training or willingness to complete upon appointment.

#### **4. Review and Accountability**

The Assistant Principal (Reception - Year 2), Assistant Principal (Year 3 - 6) and the Principal will appraise his/her work.

Mr Stephen Jude (Principal)