

LIVING WATERS LUTHERAN COLLEGE JOB DESCRIPTION & EMPLOYEE SPECIFICATION

Position Title **Primary Teacher**
College Department: **Education**

JOB DESCRIPTION –PRIMARY TEACHER

1. Summary of the broad purpose of the job in relation to the College's goals. (Expected outcome and how it is achieved.)

Primary Teachers at Living Waters Lutheran College maintain high professional standards in their classroom practice, personal presentation and management of students in their care. They provide engaging and effective teaching and learning programs that support student achievement, wellbeing and personal growth.

The role is responsible for delivering curriculum, assessment and pastoral care programs within the Primary School in accordance with the Western Australian Curriculum and College requirements. Teachers ensure student learning occurs in a safe, supportive and inclusive environment whilst meeting all duty of care obligations.

Primary Teachers foster positive learning relationships through effective classroom management and the use of restorative practices. They actively support students to develop academically, socially, emotionally and spiritually.

Primary Teachers support the Christian ethos of the College through their conduct, teaching and interactions with students, parents and colleagues. They contribute positively to the life of the College and engage in ongoing professional learning and development.

2. Reporting / Working Relationships

(To whom the person reports, staff for whom the person is responsible and other significant connections and working relationships within the College.)
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The Primary Teacher reports directly to the **Head of Primary School**.

The Head of Primary School reports to the **Principal**.

The Primary Teacher works collaboratively with:

- Head of Primary School
- Primary Teaching Staff
- Student Services Personnel

- Education Support Staff
- College Leadership Team
- Parents and Caregivers

Teachers foster respectful and professional relationships with students, parents and caregivers in accordance with College expectations, child safeguarding requirements and legislative obligations.

3. Special Conditions

Primary Teachers are employed under the conditions specified within the current Lutheran Schools WA Enterprise Agreement and relevant legislative requirements.

Employees are required to comply with all College policies, procedures, codes of conduct, child safeguarding requirements and professional expectations as amended from time to time.

Teachers are expected to participate in College activities including staff meetings, parent-teacher interviews, professional learning activities, College events and other duties associated with the teaching profession.

4. Extent of Authority

Primary Teachers are responsible for implementing curriculum, assessment and reporting programs within the frameworks established by:

- School Curriculum and Standards Authority (SCSA)
- Australian Curriculum, Assessment and Reporting Authority (ACARA)
- College policies and procedures

Teachers exercise professional judgement in the delivery of teaching and learning programs, classroom management and pastoral care responsibilities while working collaboratively with colleagues and leadership.

Teachers are responsible for the academic progress, wellbeing and safety of students within their care.

Teachers must comply with all College policies and procedures and follow lawful and reasonable directions provided by College leadership.

5. Statement of Key Outcomes & Associated Activities

Primary Teacher

The Primary Teacher provides high-quality teaching and learning experiences that maximise student achievement and engagement while supporting the mission, vision and values of Living Waters Lutheran College.

Local Responsibilities

- Uphold and support the Lutheran ethos of the College in all interactions.
- Build positive relationships with students, staff, families and the wider College community.
- Model professionalism, integrity and behaviours consistent with the College's Christian values.
- Maintain strict confidentiality regarding student information and College matters.
- Maintain confidentiality regarding College, student, family and staff information both during and following employment, except where disclosure is required by law.
- Support the pastoral needs, wellbeing and academic progress of students.
- Implement restorative practices consistent with College expectations.
- Promote a positive, inclusive and child-safe learning environment.

- Maintain a child-safe culture and comply with all mandatory reporting, child protection and safeguarding obligations.
- Promote the safety, wellbeing and inclusion of all students.
- Complete all administrative, assessment and reporting requirements in a timely manner.
- Participate actively in College events, co-curricular activities and professional learning opportunities.
- Comply with all College child safety, workplace health and safety, safeguarding and risk management requirements.
- Adhere to College dress standards and professional expectations.
- Undertake other duties reasonably related to the position, classification level, skills and experience as directed by the Principal or delegated leader.

Know Students and How They Learn (Standard 1)

- Apply knowledge of child development and learning needs.
- Understand how students learn and respond to diverse learning needs.
- Support students from diverse linguistic, cultural, religious and socioeconomic backgrounds.
- Implement strategies that support Aboriginal and Torres Strait Islander students.
- Differentiate learning programs to meet the needs of students across a wide range of abilities.
- Support the participation and achievement of students with disability and additional learning needs.

Know the Content and How to Teach It (Standard 2)

- Demonstrate strong knowledge of curriculum content and effective teaching practices across the primary years.
- Deliver curriculum aligned to the Western Australian Curriculum.
- Plan and organise curriculum content effectively.
- Promote strong foundations in literacy and numeracy.
- Integrate Information and Communication Technology into teaching and learning programs.
- Promote understanding and respect for Aboriginal and Torres Strait Islander perspectives.

Plan for and Implement Effective Teaching and Learning (Standard 3)

- Establish high expectations and challenging learning goals.
- Plan, structure and sequence learning programs effectively.
- Deliver engaging and differentiated teaching programs.
- Select and utilise appropriate teaching resources and technologies.
- Communicate effectively with students, families and colleagues.
- Review and improve teaching programs through reflective practice and feedback.
- Engage parents and caregivers in supporting student learning.

Create and Maintain Supportive and Safe Learning Environments (Standard 4)

- Establish positive, respectful and inclusive classroom environments.
- Support student participation and engagement.
- Manage classroom behaviour in accordance with College expectations.
- Meet all duty of care responsibilities.
- Support student wellbeing and positive social development.
- Promote safe, responsible and ethical use of ICT.

Assess, Provide Feedback and Report on Student Learning (Standard 5)

- Develop and administer assessment tasks.
- Monitor student progress and achievement.
- Provide timely and constructive feedback to students and families.
- Make consistent and informed judgements regarding student achievement.
- Analyse student performance data to inform future teaching.
- Complete reporting requirements accurately and within required deadlines.
- Participate in moderation and collaborative assessment processes.

Engage in Professional Learning (Standard 6)

- Identify and pursue professional learning opportunities.
- Engage in professional learning to improve practice.
- Collaborate with colleagues to enhance teaching effectiveness.
- Apply professional learning to improve student outcomes.

Engage Professionally with Colleagues, Parents/Carers and the Community (Standard 7)

- Demonstrate professional and ethical conduct at all times.
- Comply with legislative, administrative and organisational requirements.
- Engage professionally with parents and caregivers.
- Participate in professional networks and broader educational communities.
- Represent the College positively within the community.

Position Specific Responsibilities

- Teach and supervise a designated primary class or classes as allocated.
- Deliver high-quality teaching and learning programs across the primary curriculum.
- Create engaging, inclusive and developmentally appropriate learning experiences.
- Foster strong literacy, numeracy and inquiry learning outcomes.
- Prepare lesson plans, teaching resources and assessment materials.
- Monitor and report on student academic, social and emotional development.
- Maintain accurate academic records and student data.
- Participate in curriculum planning, review and moderation activities.
- Attend parent-teacher interviews, school events and relevant meetings.
- Contribute positively to College improvement initiatives and student achievement outcomes.
- Support the development of students' character, resilience and Christian faith.

EMPLOYEE SPECIFICATION

1. Educational / Vocational Qualifications

Essential

- Bachelor of Education (Primary) or equivalent recognised teaching qualification.
- Current registration with the Teachers Registration Board of Western Australia.
- Current Working with Children Check.
- Demonstrated ability to teach in a primary school setting.
- Valuing Safe Communities training or willingness to complete upon appointment.
- Eligibility to work in Australia.

Desirable

- A Christian faith
- Experience teaching across a range of primary year levels.
- Knowledge of evidence-based literacy and numeracy instruction.
- Understanding of student wellbeing and pastoral care practices in a primary setting.

2. Personal Skills, Abilities & Aptitude

Skills

- Demonstrated organisational and time management skills.
- High-level communication and interpersonal skills.
- Ability to establish positive relationships with students, staff and families.
- Strong teamwork and collaboration skills.

Abilities

- Deliver engaging and differentiated learning experiences.
- Effectively utilise a range of teaching and assessment strategies.
- Integrate technology into teaching and learning programs.
- Reflect critically upon professional practice.
- Manage competing priorities and meet deadlines.
- Adapt positively to change and continuous improvement initiatives.
- Maintain confidentiality and professional standards.

Aptitude

- Demonstrated commitment to the Vision, Mission and Values of Living Waters Lutheran College.
- Demonstrated commitment to supporting the Christian ethos, mission and values of the College.
- Applicants who can demonstrate an active Christian faith and commitment to Christian education will be highly regarded.
- Passion for supporting the development and wellbeing of young people.
- Willingness to learn, grow and engage in ongoing professional development.
- Readiness to work collaboratively as part of a team.
- Commitment to contributing positively to the broader life of the College.

3. Experience

Experience teaching in a primary school setting.

Experience implementing curriculum, assessment and reporting requirements.

Experience supporting diverse learning needs within the classroom.

Experience working collaboratively within a professional team.

Involvement in professional learning communities and continuous improvement initiatives.

4. Knowledge

- Sound understanding of contemporary teaching and learning practices.
- Sound knowledge of primary curriculum and pedagogical practice.
- Strong understanding of literacy and numeracy development.
- Understanding of effective assessment and reporting procedures.
- Sound knowledge of child development and wellbeing.
- Competency in the use of educational and administrative technologies.
- Understanding of child safeguarding, mandatory reporting and student wellbeing requirements.

5. Classification Level

Teachers are classified according to their qualifications and experience as outlined in the current Lutheran Schools WA Enterprise Agreement.

6. Performance Standards

Primary Teachers are expected to meet professional standards aligned with the Australian Professional Standards for Teachers.

Teachers will participate in the College Performance and Development Framework and engage in ongoing reflective practice and professional growth.

Performance will be assessed against:

- Australian Professional Standards for Teachers.
- College policies and procedures.
- Child safeguarding and mandatory reporting obligations.
- Lutheran Schools WA Enterprise Agreement requirements.
- Living Waters Lutheran College Vision, Mission and Values.
- Position responsibilities outlined within this Job Description.

Position Description Review

- This Position Description describes the general nature and level of work performed by employees in this role. It is not intended to be an exhaustive list of responsibilities, duties or skills required.
- The College reserves the right to amend this Position Description from time to time following appropriate consultation and in accordance with operational requirements.

Living Waters Lutheran College Job Description and Employee Specification is Approved

A handwritten signature in blue ink, appearing to read "Des. Mitchell". The signature is stylized with a large initial "D" and a horizontal line extending from the end.

Des Mitchell

Principal