Application Guidelines

Position:	Performing Arts Teacher (Middle and Upper Primary)
Reporting To:	Assistant Principal
Tenure:	0.6-0.8 FTE, 12 month contract position
Closing Date:	Monday 16th November 2026 at 4pm

How to Apply

1. Read the Job Description and assess your skill level and experience against it.
2. Prepare a cover letter outlining your personal education philosophy (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.

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 innovation 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.

Position Summary

The Performing Arts Teacher demonstrates an exemplary understanding of music, drama and dance within an arts curriculum framework aligned with The Australian Curriculum and the IB Primary Years Program.

The teacher needs an extensive knowledge of current music teaching pedagogy, combined with experience in coordinating orchestras, strings classes, choirs and music ensembles, in collaboration with the Performing Arts Leader and Peripatetic Instrumental Teachers. This enables the Performing Arts Teacher to undertake an active partnership role in the design, support and implementation of curricular and co-curricular activities. The Performing Arts Teacher collaboratively leads rehearsals in a supportive environment and prepares music ensembles for major performances throughout the school year.

The applicant will:

- have a large involvement in orchestral and choral ensembles development and performances, including teaching knowledge of a broad range of music styles and genre.
- have experience in teaching students music using the pedagogical approaches of Zoltan Kodaly and Carl Orff, incorporating a wide variety of music genres.
- have experience in leading a year level musical within the curriculum.
- develop strategies to foster a love of music, particularly in the Middle and Upper Primary Years.
- arrange orchestral music to suit the needs of an orchestral music ensemble.
- be familiar with current music education software eg Sibelius.
- be informed and proactive about current curriculum documents and developments eg: PYP and The Australian Curriculum.
- be experienced in and keep informed about current music methodologies eg. Kodaly and Orff-Schulwerk.
- participate as a partner in planning, implementing and evaluating school policies relating to music, dance and drama curriculum.
- actively promote music across the curriculum.

The Performing Arts Teacher is an integral part of the school's teaching team, closely involved in curriculum planning and implementation. The Performing Arts Teacher must display flexibility, and a positive response to change which will directly influence the success of the school's performing arts programs.

Job Description

1. Teacher Characteristics

1.1 Professional Attributes

A teacher at Immanuel Primary School displays:

- an appreciation of, and commitment to, the Christian values and Lutheran ethos of the School
- 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 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 how to plan and teach a conceptual and inquiry based curriculum
- knowledge of research based pedagogy
- 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 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 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 of inquiry.

2.3 Teaching and Learning

A 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 open-ended 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
- 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 restorative practice policies
- 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 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

- 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 all 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 (Seesaw)
- maintaining evaluation records including formative and summative assessment.

2.5 Professional Relationships with Students

A 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 and behaviour management strategies.

2.6 Professional Relationships with Colleagues

A teacher at Immanuel Primary School is responsible for:

- seeking harmonious relationships with staff
- giving 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 teacher at Immanuel Primary School is responsible for:

- establishing relationships with parents and caregivers 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 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 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 LEA.

3. Training and Knowledge

A teacher at Immanuel Primary School will provide evidence of:

- tertiary qualifications relevant to the learning area
- 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 in Lutheran Schools Australia. (Training may commence upon appointment)
- Valuing Safe Communities training or willingness to complete upon appointment.

4. Review and Accountability

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

Mr Stephen Jude (Principal)