

POSITION DESCRIPTION

Title: Learning Support Officer (LSO)

Reports to: Director of Learning Diversity

Date: 2024

At Genazzano FCJ College, we're on a mission... to fuse the wisdom gained from over 130 years of educating girls, with the best techniques and practices of contemporary learning. Together, it redefines individual academic success and creates a distinctive opportunity to equip girls for a future we cannot imagine – but are privileged to guide them to.

From the co-educational Early Learning Centre (3- and 4-year-olds) to the specialist girls' pathways from Preparatory to Year 12, Genazzano is on a relentless quest to unlock the potential of every student as they uncover their personal excellence and fuel their aspirations. To do this, our professional environment at Genazzano emphasises innovation, the importance of lifelong learning and quality relationships between staff, students and parents.

Our Catholic faith and educational expertise energise us to prepare our students for a future where the keys to success will be very different to that of the past. For this reason, we unapologetically coach our students outside their comfort zone and challenge them to think critically about the world they'll inherit. This commitment extends beyond the classroom. We believe in nurturing not just their minds but also their hearts and spirits. Hope, courage, and a profound sense of community are the pillars upon which Genazzano FCJ stands.

As a future-oriented community, with a distinctive learning culture and a heart for humanity, we value reflection, excellence, wisdom, and service to empower our students and staff to transform the world around them.

Expectations of staff in a child safe school

Genazzano FCJ College is committed to creating and maintaining a child safe environment in which all students, including Indigenous children and students with a disability, feel safe and are safe. Our College actively promotes the safety and wellbeing of all students and all staff members are committed to protecting students from abuse or harm in the College environment, in accordance with their legal obligations including child safe standards. A condition of employment is that staff are deemed to be persons suitable to work with children. Genazzano FCJ College has a *Child Safe Policy* and a *Child Safety Code of Conduct*. All staff members of the school are subject to and expected to comply with the *Child Safe Policy* and the *Child Safety Code of Conduct*.

Purpose of role

The primary role of a Learning Support Officer is to tailor adjustments as directed by the class teacher, to ensure that students with diverse learning needs have access to the curriculum and all aspects of participation.

Key responsibilities

- To support students across the College as directed by classroom teachers and the Director of Learning Diversity
- To support some students on a weekly shared basis as directed by the Director of Learning Diversity
- Work with the guidance of the Director of Learning Diversity and subject teachers
- Support students with diverse learning needs in accordance with their needs and the College protocols
- Attendance at meetings to provide feedback, review and plan for student programming
- Under the direction of classroom teachers, implement learning experiences that will support diverse learners
- Give feedback to the Director of Learning Diversity and subject teachers regarding programs and resources
- Work with the Director of Learning Diversity in preparing documentation for the NCCD collection

General Duties

- To support teachers in the delivery of educational programs to students with disabilities and impairments and ensure that these students have access to and participate safely in school activities
- To make themselves and the students they are assisting, a part of the whole class setting, rather than an isolated unit within the classroom
- To be aware of the teacher's expectations of the students in the class and to support teachers in the modification of student's programs
- To respond to all students in the classroom in a warm and encouraging manner
- To work co-operatively with teachers, students and members of the Learning Enhancement Team
- To actively participate in activities, assisting, intervening and encouraging students where appropriate

Specific Duties

- Develop an understanding of the specific needs and special programs operating for a student
- Provide feedback to the class/subject teacher, Director of Learning Diversity and the Learning Enhancement teacher about how the student is coping with activities, their general learning behaviour and any other observations
- Take notes in class for the student as required
- Write up an overview of class lessons and record observations on GenConnect as per the NCCD requirements
- Reinforce the teacher's instructions and keep the student on task
- Assist the Learning Enhancement team in helping the student develop social interaction with their peers and at all times work to promote the self-esteem of the student
- Prepare aids/worksheets and materials as requested by the teacher
- Offer individual support to enable the student to develop specific skills

- Supervise an integration student in the playground if deemed necessary and observe safety and social interaction
- Accompany the student on excursions and other designated external activities
- Attend PSGs as required
- Attend meetings to review a student's program
- Attend Learning Enhancement Team meetings and Staff Meetings as required
- Discuss with the student's teacher the expectations and goals for learning for that subject in light of a student's particular learning needs

Duties may also include:

- **Mobility** – assistance, where necessary to classrooms, playground, toilet, etc. If a student requires lifting or being seated in a specific way, training in lifting procedures should be obtained (usually from physiotherapists). Incorrect lifting can injure both the student and the aide.
- **Personal Hygiene** – assistance with toileting, washing, feeding, dressing. If aides are required to toilet and assist students with their eating (with minimal arm/hand movement), it is important that they receive instruction regarding procedures, to minimise the aide's risk of infection, and injury to the student.
- **Paramedical and Physical Education programs** – for example, assisting with physiotherapy activities and exercises. There should only be one LSO under the supervision of trained staff.
- **Communication** – assistance in the classroom with communication. This may include note-taking, organising audio information or preparing special materials such as Compic cards or individual visual timetables
- **Social Skills Development** – a student may require help in developing appropriate social skills in small or large group situations
- **Classroom Skills Development** – assistance to enable the student to participate in specific classroom activities
- **Intensive Supervision** – students with severe disabilities may require one-to-one attendant care to ensure their own and/or other student's safety in such activities as school camps, excursions or technology classes

Please Note:

- The class teacher is legally responsible for all students in class, including the integration student and communication with parents/guardians
- The class teacher and Learning Enhancement staff are responsible for developing programs deemed necessary for the student; the LSO facilitates the implementation of these
- Final responsibility for the student's behaviour and progress rests with the class teacher, not the Learning Assistant
- Refer all teacher or parent queries to the Learning Diversity Coordinator
- Confidentiality is crucial. Details of a child's special needs or program must not be discussed publicly

Skills and Experience Required

- The Learning Support Officer will hold an Integration Aide Certificate of Education or tertiary qualifications in a related field such as Education, Psychology, Mathematics or Science, and/or relevant work experience

Level 2 First Aid Certificate

- The Learning Support Staff will be required to complete Mandatory Reporting Modules and DSE Modules as required
- An understanding of child development
- Well-developed interpersonal and relationship building skills
- Discretion and an ability to maintain confidentiality
- Foundation level analytical and report writing skills

Selection requirements

- Experience in a school setting would be preferred
- Ability to communicate effectively with a wide range of individuals including parents, teachers, consulting professionals and children
- Ability to work as part of a team
- Ability to show initiative and be flexible in a variety of situations
- Ability to assist small groups of students under the direction of a teacher
- Ability to assist students with severe disabilities, e.g. scribing, lifting, toileting, etc.
- Experience with children with behaviour management needs would be an advantage
- Computer literacy
- Knowledge and understanding of the teaching of literacy to children in primary years.

Accountability and extent of authority

- The Learning Support Officer is accountable to the Principal through the Learning Diversity Coordinator
- For implementation of Child Safe Standards, this position is accountable to the Deputy Principal – Child Safe Officer.

Conditions of Employment

- Employed in accordance with terms and conditions of Catholic Education Multi-Enterprise Agreement 2022 (CEMEA)
- The incumbent will require an up to date Working with Children Check and National Police Record Certificate