



Mary MacKillop

Catholic Regional College

Position Description: Teacher

Position Title: Teacher
Reports to: Principal

Vision Statement:

Our Catholic Secondary College is a welcoming, co-educational, child-safe learning community in the Josephite tradition. The wisdom of the Lord teaches us to remember the past, honour the present and inspire the future of all those students, staff and families entrusted into our care.

Mission Statement:

Guided by the Gospel values as exemplified by St Mary of the Cross MacKillop and Fr Julian Tenison Woods, we express this vision by:

Strengthening **FAITH & IDENTITY**

Ensuring **CHILD SAFETY**

Striving to do our **PERSONAL BEST**

Building and Exercising Authentic Catholic **LEADERSHIP**

Exercising Responsible **STEWARDSHIP**

Introduction:

The College warmly welcomes and supports all teachers. A teacher is an individual who is appropriately qualified in education and takes on responsibilities such as delivering educational instruction and assessing students' participation and progress in the educational program. This description should be reviewed in conjunction with the VIT 'Code of Conduct', and the VIT 'Code of Ethics', guidelines created by and for the Victorian teaching profession. It outlines a set of principles that define the expected professional conduct, personal conduct, and professional competence of a teacher, as recognised by their colleagues and the community.

The success of the College's vision and mission depends not only on the curriculum and teaching methods but also, and most importantly, on the commitment and example of the teachers. The Catholic ethos lies at the heart of the College, and teachers are expected to embrace the values outlined in the College mission statement and demonstrate them in their daily actions.

It is expected that each teacher is aware of the details and procedures listed in the "Staff Learning and Teaching handbook". Mary MacKillop Catholic Regional College (MMCRC) expects all teachers to be committed to professional conduct, engaging in learning and improvement and to take responsibility for mentoring, coaching and guiding others in the profession.

Each class of students comes under the direct responsibility of the nominated teacher. Whilst no person is employed to teach specific subjects or classes, it is understood that the allocation of classes to teachers will take place after some consultation and with regard to their areas of knowledge and expertise. In whatever capacity designated for them, teachers are called to reveal Catholic values in the

Josephite tradition in their work and in their manner of dealing with students. All teachers are expected to set a high standard of personal self-discipline and personal performance and to be able to deal with students in a manner appropriate with their age and disposition.

Regulation:

All teachers who teach in Victorian schools are required to hold a Victorian Institute of Teaching (VIT) registration and have a current police check record.

Pastoral Care and Child Safety:

Each teacher plays a significant role in the Pastoral Care and Safety of a student. MMCRC is dedicated to adopting a Whole School Approach to Positive Behaviour Support (WSAPBS) to provide the framework for our school to create an environment that is predictable and known, providing safe learning spaces for every student and for all staff. Each teacher is expected to be familiar with the details and procedures outlined in the "Whole School Approach to Positive Support and Wellbeing Handbook".

It is also an expectation that teachers will have a commitment to child safety;

- Experience working with children
- A demonstrated understanding of child safety
- A demonstrated understanding of appropriate behaviours when engaging with children
- Be familiar with and comply with the school's child-safe policy and code of conduct, and any other policies or procedures relating to child safety
- Be a suitable person to engage in child-connected work

Expert Teacher Practice:

It is a priority that every teacher is dedicated to the pursuit of being an expert teacher. It is an expectation that all teachers at MMCRC are committed to continually improving practice. To achieve this an expert teacher will:

- Plan collaboratively and enact learning based on knowledge of curricular and evidence-based student data
- Differentiate instruction and learning experiences based on comprehensive knowledge of students and their contexts (including culture, background and disability)
- Leverage evidence-based strategies to improve academic, and social emotional learning
- Source and utilise information to create planned adjustments that directly support students
- Create safe and predictable learning environments and adapt classroom practice to meet the needs of individual students and cohorts
- Utilise schools process as a framework that enables proactive planning, and responds to students learning and wellbeing needs
- Build respectful working relationships with students, colleagues, families, and external professionals
- Commit to ongoing Professional Development by reviewing and updating pedagogical and professional practice to meet the learning needs of students
- Maintain up to date knowledge of legislative requirements and enacts school policies and processes that support National Aboriginal and Torres Strait Islander Education Strategy, DSE, DDA, NCCD, Child safe Standards and EAL Curriculum

MMCRC Agreed Teacher Actions:

At MMCRC, we have established agreed teacher behaviours and actions to ensure consistency throughout the college. This creates a stable environment for students in every class they enter and contributes to a safe learning environment for all.

At MMCRC a teacher will:

- Engage in positive conversation with students in their class
- Conduct restorative conversations with students to strengthen relationships
- Provide a visual learning schedule at the beginning of each lesson, including the materials required for learning
- Regularly move around the classroom to maintain a visible presence
- Implement a seating plan and classroom setup that ensures safe movement for both teacher and students, enabling effective support for each individual

Co-curricular Activities and Involvement:

Teachers will support and be involved in the co-curricular life of the College, acting as role models for students. Teachers are expected to attend school assemblies, liturgical celebrations, and organised events that occur during their scheduled teaching time. Teachers at MMCRC will support and be involved in the co-curricular programs, proactively encouraging students to participate in the activities. It is imperative that teachers create and maintain a safe environment in which students may enjoy their participation and that they oversee the provision and care of relevant materials and first aid requirements.

General/Administrative:

- All staff members are reminded that, unless otherwise indicated, attendance at briefing sessions, general staff meetings, all learning and teaching based meetings, and wellbeing, year level or homeroom meetings is compulsory. Any apologies are to be directed to the appropriate Chairperson of the meeting
- Teachers will participate in duty supervision as rostered and other supervision duties when required
- Maintain currency of first aid, mandatory reporting, asthma, anaphylaxis and any other relevant training as required
- Demonstrate professional and collegiate relationships with colleagues
- Uphold the professional standards expected of a teacher
- Other duties as directed by the Principal