Toowoomba Christian College

10852 New England Highway
Highfields QLD 4352
www.tccollege.com.au

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Telephone: (07) 4630 8444
Facsimile: (07) 4630 8670
Email: admin@tccollege.com.au

POSITION REQUIREMENTS

PRIMARY TEACHER
Toowoomba Christian College
POSITION REQUIREMENTS – Primary Teacher

ROLE
The Role is as outlined in the Job Profile.

PRIMARY OBJECTIVE
The Primary Objective is as outlined in the Job Profile.

ATTRIBUTES
Staff will

a. Have a personal faith and commitment to Jesus Christ
b. Demonstrate an ability to translate faith into practice
c. Act with integrity, loyalty, honesty
d. Exhibit self-discipline and initiative
e. Demonstrate a willingness to learn
f. Be able to forgive and accept others and to resolve conflicts Biblically
g. Accept authority
h. Work as a member of a team
i. Abide by the school’s Lifestyle Requirements
j. Possess cultural awareness and sensitivity
k. Be teachable

PERSONAL QUALITIES
Staff will

a. Be confidential.
b. Be personable.
c. Be hard working.
d. Be quick thinking.
e. Be loyal, honest and trustworthy.
f. Have initiative.
g. Be organised.
h. Have a servant heart.

SCHOOL MISSION STATEMENT

All of the school’s practices and philosophies are guided by the Mission Statement.

All staff are employed to help the school fulfil this mission statement.

Mission Statement
Toowoomba Christian College exists to provide a Christian education that will prepare students in spirit, soul and body, to serve the Living God in today's world.

EXPECTED ONGOING GROWTH

The successful candidate is expected to continue to grow as a follower of Christ and to continue to develop their calling as a Primary School Teacher.
1. **Christian Thinking**
   a. Be able to teach from a Christian World View in all areas of teaching that you are assigned to teach.
   b. Be willing to expand your understanding of Christian World View and your desire to integrate this in lessons.
   c. Be able to think through trends in society and analyse them from a Biblical World View.
   d. Have an understanding of our philosophy of Christian education and be able to translate it into practice in the classroom, playground, around the office and staff room.
   e. Identify with the School’s understanding of God’s metanarrative.
   f. Understand the importance of our three key scriptures (Rev 5, Acts 9 and 2 Kings 5)
   g. Be on a journey to outwork Ps 145 in your teaching.

2. **Supporting School Ethos**
   a. Assist the Principal in fulfilling the aims and purposes of the school and maintain the philosophy and ethos of the school.
   b. Co-operate fully with the Principal and other members of staff in keeping the values and traditions of the school.
   c. Identify with our Mission Statement and goal for our students.
   d. Embrace the School Culture.

3. **Teaching**
   a. Be open to advice and direction from senior staff in the carrying out of your teaching responsibilities.
   b. Ensure your programs meet the physical, social, spiritual and intellectual development of your students.
   c. Be able to evaluate your teaching and learning programs using evidence, including feedback from students and student assessment data to inform planning.
   d. Participate in learning to update knowledge and practice, targeted to professional needs and school and/or system priorities.
   e. Use effective verbal and non-verbal communication strategies to support student understanding, participation, engagement and achievement.
   f. Be able to think about each subject area from a Christian World View.
   g. Have the desire and ability to extend student learning.
   h. Be able to develop good working relations with parents and care-givers and deliver a differentiated learning experience.

4. **Interaction with Students**
   a. Relate well to and manage students.
   b. Insist on good manners and courtesy from all students at all times.
   c. Ability to motivate and inspire students.
   d. Understand not all children learn the same way.
   e. Be able to translate and present our philosophy into practice in the classroom, playground, around the office and staff room.
   f. Structure lessons to meet the physical, social, spiritual, intellectual development and characteristics of your students.

5. **Preparation for Class**
   a. Be properly prepared for all lessons by having carried out adequate preparation prior to class.
   b. Complete all necessary requirements of programming and classroom planning in the timeframe given by the Principal.

6. **Professional Development**
   a. Participate in professional learning to update knowledge and practice in your subject area.
   b. Be willing to change your approach to teaching.

7. **Technology**
   a. Be competent in the use of a computer for general word processing, spreadsheets, email, interactive whiteboards and current computer technology in common use.
   b. Be reflecting on the best way to use the available technology in your teaching.

8. **Policies**
   a. Comply with all school policies and procedures.
   b. Understand the implications of and comply with relevant legislative, administrative, organisational and professional requirements, policies and processes.
SPECIFIC SKILLS
The Primary Teacher will be expected to

1. Christian Thinking
   a. Actively support our What is our Paradigm of Christian Education at TCC.
   b. Embrace and abide by our Teacher Guide to Understanding our Christian Worldview.
   c. Understand and explain the meta-narrative of the Bible.
   d. Implement in the classroom our Christian philosophy.
   e. Embrace How We See Student Issues.
   f. Grapple with the Elim and Churchie incidents.
   g. Grappling with the misunderstanding of science and religion.

2. Supporting School Ethos
   a. Work with the Head of Primary to understand the way your subjects are taught and assessed at Toowoomba Christian College.
   b. Develop ways to outwork our mission statement.

3. Teaching
   a. Be able to effectively evaluate your own teaching style regularly and receive input from senior staff.
   b. Integrate a Biblical World View into your teaching of Primary students.
   c. Use a variety of teaching strategies and resources.
   d. Have a passion for the subjects and students that you teach.
   e. Meet the requirements as outlined in The Essentials of a Christian Classroom.
   f. Maintain effective communication with students and parents concerning a student’s learning and progress.
   g. Be responsible for the education, care and discipline of the students within each allocated class.
   h. Implement a differentiated program as required to meet the learning needs of your students.
   i. Complete all marking of students’ work in a time frame acceptable to the school.

4. Interaction with Students
   a. Resolve the areas of student conflict according to the school policy Resolving Conflicts between Students.
   b. Develop a love of learning amongst students.
   c. Follow the School’s Dealing with Primary School Students Policy.
   d. Produce a classroom environment conducive to learning.
   e. Maintain a high standard of work in the classroom and from your students, including comprehensive and varied evaluation and assessment of a student’s progress and correction of work.

5. Preparation for Class
   a. Know, plan, program, teach and assess our curriculum at the appropriate standard for the year level.
   b. Submit a completed teacher work program by the due date.
   c. Be prepared for every class as required by senior staff.

6. Professional development
   a. Be able to identify areas that need support in your work as a teacher and seek assistance.
   b. Be involved in the PD system within the school.
   c. Develop your understanding of the Christian World View that the schools expects you to include in your teaching.

7. Technology
   a. Use effective teaching strategies to integrate ICT into learning and teaching programs to make selected content relevant and meaningful.
   b. Be able to use computer programs specific to your subjects.
   c. Utilise the technology (including interactive whiteboards) available to staff effectively and creatively.

8. Policies
   a. Carry out administration expectations accurately and on time.
   b. Make judgements consistent with the school’s policies and ethos.
   c. Act as an example of the school’s values and vision and reinforce these values with students.
RESPONSIBILITIES

Staff will be expected to fulfil the responsibilities as outlined in the Job Profile. From time to time other duties may be deemed necessary and these will be determined in conjunction with the person/s to whom you are accountable.

This document is regularly reviewed and adjusted as necessary. Staff will have access to the current version on the school server.

<table>
<thead>
<tr>
<th>STANDARDS</th>
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<tbody>
<tr>
<td>Primary staff will be expected to uphold and abide by the Personal, Professional, Pastoral, Pedagogical and Discipline standards of Toowoomba Christian College as outlined in the Conditions of Employment.</td>
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<table>
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<tr>
<th>QUALIFICATIONS</th>
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<td>The Teacher must be a registered teacher in Queensland.</td>
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<th>REMUNERATION</th>
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<tr>
<td>The Remuneration details are enclosed with the offer of employment to the successful candidate.</td>
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<tr>
<th>PROBATION PERIOD</th>
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<td>A probation period of twelve months applies to this position.</td>
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<th>TENURE</th>
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<td>The tenure of this position is in keeping with the Conditions of Employment.</td>
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<th>RESIGNATION</th>
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<td>It is expected that staff will make their resignations effective at the end of a school year and not part way through a year.</td>
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<tr>
<th>CONDITIONS OF EMPLOYMENT</th>
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<tr>
<td>The Conditions of Employment for the position are made available to the successful candidate prior to them accepting the position.</td>
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<th>SELECTION CRITERIA:</th>
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<td>These criteria do not need to be addressed in the initial application stage of the inquiry</td>
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1. Practicing Christian - able to demonstrate an active Biblical faith which is currently being expressed in a local Christian church.
2. Accept the College’s Statement of Faith, Beliefs about Teaching and Staff Lifestyle Requirements.
3. Ability to demonstrate support and alignment for our Mission Statement.
4. Relevant teaching qualifications.
5. Actively support the philosophy outlined in the Job Expectations document.
6. Teacher registration for Queensland.
7. Number of years teaching experience.
8. Ability to work as a member of a team and lead a team.
9. Ability to effectively communicate with senior management, staff, students and parents.
10. Demonstrate effective teaching and classroom management procedures.
11. Have the Attributes, Personal Qualities, General and Specific Skills as indicated or strategies to develop them.
12. Willing to accept the Responsibilities as mentioned above.