



**Position Description:**  
**Teacher**

<b>Role Title</b>	Teacher
<b>Network</b>	Xavier Flexi Schools Network Edmund Rice Education Australia
<b>School</b>	The Centre Education Programme (Kingston)
<b>Traditional Country</b>	On the traditional lands of the Yugambeh language group, including the Turrbal and Jagera people.
<b>Status</b>	Continuing, Full-time
<b>Commencement</b>	As soon as can be negotiated
<b>Reports To</b>	Head of Campus
<b>Band/Wage Scale</b>	As per Award

***Xavier FSN is an equal opportunity employer that promotes the safety and wellbeing of Aboriginal and Torres Strait Islander children and encourages applications from Aboriginal and Torres Strait Islander people.***

**Child Safeguarding:**

Edmund Rice Education Australia (EREA) is a child safe organisation committed to the protection of children. and has EREA and its schools have a zero tolerance of abuse of harm towards children. Xavier Flexi Schools Network (XFSN) being a subsidiary of EREA is also committed to ensuring the safety, wellbeing and dignity of all children and young people therefore, all applicants will be subject to EREA policy and legislative screening procedures. These checks are consistent with EREA's commitment to child safeguarding policies and procedures. This includes complying with our Child Safeguarding policy, and Code of Conduct and Working with Children Checks.

**PRINCIPLES OF OPERATION:**

All employees of Xavier Flexi School Network (XFSN) adhere to the concepts of Common Ground and Operation by Principles. Staff are expected to work within the framework of Common Ground and demonstrate the ability to work under the Four Principles of operation: Respect, Honesty, Participation and Safe and Legal.

All Flexible Learning Centres operate under this framework, and this is a significant point of difference from mainstream schooling. The principles establish a Common Ground among staff, young people and families where the means to resolve difference, negotiate learning, recognise rights and responsibilities are modelled and explored, both within the group and individually. As such, the position has a shared responsibility to ensure authentic alignment to the core values of the Network and school, as articulated in the EREA Charter and the XFSN Strategic Plan. A primary responsibility for this role is to maintain fidelity to Operation by Principles and the best practice guidelines are available at [www.ereafsn.edu.au](http://www.ereafsn.edu.au).

**WHO ARE WE:**

The Xavier Flexi Schools Network and Flexible Learning Centres are Catholic Schools in the Edmund Rice tradition. The Flexible Learning Centres (FLCs) offer a full-time and multiyear secondary education program for young people who have disengaged from mainstream schooling. Young people typically express a broad range of complex education and social needs and FLCs respond with a variety of flexible and innovative teaching and learning practices including vocational planning and the development of social connectedness.

The purpose of a Flexible Learning Centre is to provide young people with a varied and holistic set of learning experiences which enable them to identify and pursue an individual transition to adulthood, employment, further education and training and social connectedness.

## **PRIMARY ROLE PURPOSE:**

Staff are expected to work within the framework of common ground and demonstrate the ability to work under the four principles of operation; Respect, Honesty, Participation and Safe and Legal.

1. Planning, preparation and delivery of effective learning and teaching programs for young people with learning difficulties and learning gaps. Young people who are working at a upper primary, middle and senior phases of secondary education.
2. Contributing to the development and implementation of the FLC's objectives and planning.
3. Contributing to the establishment and maintenance of a supportive school environment.
4. Contributing to the accountability processes including, reporting, individual personal learning plans and requirements for NCCD.
5. Work in a multi-disciplinary, inter-disciplinary learning team.

## **DUTIES AND RESPONSIBILITIES:**

The Network Principal is responsible for the operation of all Flexible Learning Centres and Outreach programs within Edmund Rice Education Australia. Teachers are accountable to the Principal of the Flexible Learning Centres within EREA.

### **1. Develop and implement learning choices (curriculum) which support the individual learning plans of each young person:**

In collaboration with teachers and youth workers - plan and implement an educational program which engages young people and offers a range of learning choices including:

- Inquiry/project based learning programs;
- Accredited learning opportunities e.g. VET subjects; Cert I Sport and Rec, Cert II Outdoor Rec
- The support of literacy and numeracy development;
- Embed indigenous cultural perspectives within learning programs; and
- Develop individual learning plans in collaboration with young people and youth worker.

### **2. Participates in program provision to ensure wellbeing in an inclusive learning environment:**

- Collaborates with the team to support a socially inclusive program that responds to the physical, intellectual, social, spiritual and cultural needs of young people.
- Participates in the daily routines and activities of the FLC e.g. morning meetings, lunch, wellbeing check-in, outings, camps.
- Offer electives to support engagement.
- Follow up on non-attendance in a supportive environment.
- Build connections with families to support learning outcomes for each young person.

### **3. Team participation/multidisciplinary practice**

- Participate in professional supervision.
- Support regular whole team reflective practice sessions including daily staff debrief.
- Operate within the context of EREA and Youth+ Policies and Procedures.
- Participate in professional development that is relevant to the work of the FLC.

### **4. Administrative Responsibilities**

- Maintains accurate and appropriate records and reports as required.
- Support the development of personal learning plans.
- Maintain and follow the requirement for NCCD.

- Operate within the context of Edmund Rice Education Australia’s Corporate Policies and Procedures.

**5. Other identified duties specific to the role in this Flexible Learning Centre.**

- Carries out duties and tasks that may be reasonably assigned by Head of Campus and/or the Network Principal from time to time.
- Ability and willingness to participate in school camps
- Applicant is required to obtain and maintain their Vocation Education qualification – TAE.

**MANDATORY REQUIREMENTS:**

**Essential:**

- Bachelor of Education (Upper Primary Trained advantageous) or similar and registration with the Queensland College of Teachers.
- Demonstrated ability in developing and implementing a range of learning choices which meet the diverse needs and learning styles of young people supporting positive educational and social outcomes.
- Highly developed interpersonal skills in the context of relating to work colleagues, young people and parents in a cross-cultural environment. In particular, demonstrated success in building relationships with young people at risk.
- Proven ability to work autonomously and in an integrated manner as a member of a multi-disciplinary team.
- Commitment to participate in critical reflection around working together under four principles of operation: Respect, Safe and Legal, Honesty and Participation as a means to resolve conflict, negotiate learning, recognize rights, responsibilities and consequences.
- Demonstrated knowledge and experience of working within QCAA/QCEC/EREA requirements, accountabilities and processes.
- Current Queensland Driver’s Licence.

**Desirable:**

- Certificate IV in Training & Assessment (TAE40116 CERTIFICATE).
- Trauma Informed Training.
- Previous experience working in flexible learning environments.

***All applications for this position will be submitted to screening procedures as detailed in the Working with Children (Risk Management and Screening) legislation and the Education (Queensland College of Teachers) Act 2005. These checks are consistent with Edmund Rice Education Australia’s commitment to the protection of children and young people in their care.***

**Physical Requirements:** This position will involve frequent sitting and standing, walking or moving within a school and office environment across multiple levels, complete fine motor skills such as typing or writing, and requires auditory and visual ability. Some lifting of supplies and materials may be required from time to time, practicing safe manual handling. By applying for this position and signing a contract, you are acknowledging that you are able to undertake the inherent functions of the role.