

Position: Teacher

POSITION:	Teacher
REPORTS TO:	Assistant Principal and Principal
ROLE TENURE:	Ongoing
FTE:	1.00
CONDITIONS:	Catholic Education Multi-Employer Agreement 2022

OVERVIEW

All staff members of Marian College are expected to actively support Catholic education in the Brigidine tradition, as articulated in the College's vision and mission statements. Staff are required to embody the values of [Kildare Ministries](#) in their professional conduct and in the relationships, they foster within the College community. Each staff member's role is designed to contribute to the best possible educational outcomes for all students, enhance the community's strengths and ensure careful stewardship of the College's resources.

ROLE DESCRIPTION

Subject teachers are responsible to the Principal for the delivery of high-quality learning and teaching in line with College programs and policies. Marian College recognises that teachers are the most valuable resource and work in a way that enhances student outcomes supporting the College mission, vision and Strategic Plan. A Teacher is appointed by the Principal and is responsible to the Assistant Principal: Learning and Teaching.

CHILD SAFETY

All staff members must be familiar with and comply with the Marian College child-safe policy, code of conduct, and any other related policies or procedures. Demonstrating a duty of care to students in relation to their spiritual, physical, and mental wellbeing is paramount. Staff are expected to implement strategies that promote a healthy and positive learning environment, understand child safety standards and obligations, including mandatory reporting, and exhibit appropriate behaviors when engaging with children. Any concerns relating to child safety must be reported immediately. Any violations of school policies or codes of conduct will result in appropriate actions by the College.

RESPONSIBILITIES:

KNOW HOW STUDENTS LEARN & HOW TO TEACH THEM EFFECTIVELY

- Draw on the body of knowledge about learning and contemporary research into learning and teaching.
- Know the importance of prior knowledge and language for learning, and the impact of discussion, group interaction and reflection in the learning process.
- Know how to engage students in active learning.
- Know how classroom and program design, use of materials and resources and the structure of activities impact on learning.

- Know how to use ICT to contextualise and expand modes and breadth of learning.
- Know the central place of religious education within the school curriculum.
- Work with and communicate regularly with parents/guardians to support student learning.

KNOW THE CONTENT THEY TEACH

- Have a sound, critical understanding of the content, processes and skills they teach.
- Articulate the key features and relevance of their content to their students and others, and can demonstrate how it is applied.
- Know the methodologies, resources and technologies which support learning of the content, processes and skills they teach.
- Be familiar with curriculum statements, policies, materials and programs associated with the content they teach.

PROFESSIONAL PRACTICE

- Plan and assess for effective learning.
- Use knowledge of students, content and pedagogy to establish clear and achievable learning goals for their students.
- Plan for the use of a range of activities, resources and materials to provide meaningful learning opportunities for all their students.
- Monitor student engagement in learning and maintain records of their learning progress.
- Select assessment strategies to evaluate student learning, to provide feedback to students and their parents/guardians and to inform further planning of learning and teaching.

CREATE AND MAINTAIN SAFE AND CHALLENGING LEARNING ENVIRONMENTS

- Develop a positive learning environment where respect for individuals is fostered and where learning is the focus.
- Provide a learning environment that engages and challenges their students and encourages them to take responsibility for their own learning.
- Use and manage the materials, resources and physical space of their classroom to create a stimulating and safe environment for learning.
- Establish and maintain clear and consistent expectations for students as learners and for their behaviour in the classroom.

USE A RANGE OF TEACHING PRACTICES AND RESOURCES TO ENGAGE STUDENTS IN EFFECTIVE LEARNING

- Communicate effectively with students to make their learning programs explicit, to build rapport, and to support their learning.
- Provide and manage opportunities for students to explore ideas and develop knowledge and skills, through discussion and group activities.
- Use and manage a range of learning and teaching strategies, technologies, activities and resources.
- Provide meaningful feedback to students and their parents/guardians about their developing knowledge and skills.

GENERAL

- Work collaboratively in Learning Teams to develop an engaging and challenging curriculum with clear learning outcomes, provision for differentiated learning, shared curriculum documentation and consistent assessment strategies.
- Adapt learning programs according to the Personalised Learning Plans (PLPs), prepared through the Learning Diversity Team.
- Monitor student academic performance and report student progress in an ongoing manner through



- the College Learning Management System and through student subject formal reports.
- Promote student management and wellbeing in accordance with the Child Safety and Wellbeing Policy.

OTHER

- Commit to ongoing professional development in your area of work.
- Be open to researching areas of interest to directions guided by the College School Improvement Plan.
- Other duties as directed by the Principal.

ACCOUNTABILITIES FOR ALL STAFF @ MARIAN COLLEGE

General:

- Demonstrate alignment and support for the Catholic, Kildare Ministries and Brigidine ethos of the College.
- Develop and maintain positive relationships with staff, students, parents and the wider College community.
- Actively engage in and support the College's continuous improvement initiatives by collaborating with colleagues and participating in school improvement planning.
- Understand and adhere to all relevant KM/KEM and College policies and procedures.
- Participate in relevant staff meetings, assemblies, College masses, community days, and professional learning sessions.
- Uphold a duty of care for students' physical and mental wellbeing.
- Follow the College's professional dress code.
- Participate in College community evenings and events as appropriate.

Risk and Occupational Health and Safety:

- Comply with legislated occupational health and safety practices.
- Observe safe work practices in accordance with training and instruction given.
- Identify, report and where appropriate, action risks/hazards in order to eliminate or mitigate against the risk recurring.

KEY SELECTION CRITERIA

1. Demonstrate a dedicated adherence to the Catholic and Kildare Ministries principles, actively engaging in the spiritual life of the College community.
2. Possess knowledge and comprehension of contemporary pedagogies pertinent to educating girls.
3. Utilise effective classroom management skills promoting positive education and a conducive learning environment promoting the wellbeing of all students.
4. Utilise innovative teaching methodologies to engage students and enhance student outcomes.
5. Demonstrate a passion for fostering intellectual curiosity and critical thinking among students.
6. Collaborate with colleagues to create interdisciplinary learning opportunities.
7. Incorporate technology effectively to support learning and teaching objectives.
8. Provide constructive feedback and supports students' academic and personal growth.
9. Actively participate in professional development activities to stay abreast of educational trends and best practices.

QUALIFICATIONS

- Current VIT Registration.
- Accreditation to Teach or Lead in a Catholic School (or working towards).
- Appropriate Tertiary Qualifications with further study an advantage

