



**BRINDABELLA**  
**CHRISTIAN COLLEGE**

CANBERRA

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COLLEGE

ENRICHMENT & LEARNING SUPPORT  
TEACHER



## Introduction to Brindabella Christian College, Canberra

### Vision Statement

The vision of Brindabella Christian College is to advance a community of Wisdom, Integrity, Service and Excellence in and through Christian Education.

### Background

Brindabella Christian College is a non-denominational, co-educational Early Learning to Year 12 Christian School in the North of Canberra. The College was formally known as O'Connor Christian School and has provided a holistic approach to education based on Christian values and beliefs for a period of forty years. Brindabella enjoys a reputation of being 'learner centered' with strong academic and pastoral care programs. The *Central* campus, located in Lyneham, includes Kindergarten to Year 12. The second campus, *Norwest*, is located in Belconnen and includes Kindergarten to Year 6. It is one of a few 'mid-fee' independent schools in Canberra offering a fully integrated educational program.

The College seeks to prepare young people with the confidence, understanding, skills and dispositions necessary to meet the challenges of a complex and changing world. We believe that in order to do this it is vital that the significant adults in a young person's life lead and learn alongside them with purpose, compassion and humility. The College believes that the most authentic way of preparing students for success is via the offering of a high-quality and excellent education program. This is the core business of Brindabella Christian College.

The College supports Christian families, and those supportive of the Christian worldview, to raise their children in a safe and caring environment. The school aims to partner with parents in the education of their children, supported by Christian staff.

The College is a member of Christian Schools Australia, and the Association of Independent Schools, ACT.

### Values

As a Christian school we value – *Wisdom, Integrity, Service, and Excellence*

### Immutable Tenets

An important component of the ethos of the college is a set of tenets which Brindabella Christian College holds as sacrosanct. These are central to the identity and tradition of the school and will not be compromised under any circumstance. These include:

- Christian education where God is present in the daily life and work of the College
- Upholding of traditional, conservative Biblical values
- Co-education from Early Learning to Year 12
- Service to others
- Non-selective entry
- Individual focus on each student achieving their personal best
- Strong community connection.

## Governance

Brindabella Christian College is governed by a Board of Directors. The Directors are responsible for setting the strategic view, the schools' policies, philosophy of the school and regulatory compliance.

The desire of the Board and the Principal is to appoint an Enrichment & Learning Support teacher, who reports to the Inclusive Education Coordinator and ultimately the Principal for the provision of dynamic Enrichment & Learning Support teaching and learning programs, consistent with the College's strategic plan, vision, values, mission and tenets.

## Faith Basis of Employment

Appointment to this position is conditional upon you having and retaining during the term of the appointment a firm personal belief consistent with the Statement of Faith attached to your letter of offer from the College. This is inclusive of an active commitment to and involvement with a Christian Church holding a doctrinal position consistent with the Statement of Faith, this being an essential condition and inherent requirement of your appointment and continuing employment.

Should you cease to have a firm personal belief consistent with the Statement of Faith or cease to maintain an active commitment to and involvement with an appropriate Christian Church you must inform the Principal and/or Board immediately. In such an event the College may terminate your employment opportunity summarily in accordance with the provisions outlined in your letter of appointment.

## Teaching Position – Enrichment & Learning Support

The intent of the College is to support and integrate students with diverse learning needs in mainstream classes by providing the support required for each student to become an independent learner within the context of their ability. Emphasis in the role will reflect the needs of individual students and school priorities and programs that support students with additional learning and support needs. The role will be underpinned by a collaborative and consultative approach so that the student and/or their parent or carer are actively involved in the student's education.

The position is a fulltime, on-going position with an immediate start. Teachers will need to demonstrate an ability to teach all year levels K-6. Previous experience in Enrichment and Learning Support is preferable.

## Position Description / Responsibilities

As an independent school, Brindabella Christian College all staff are expected to support the strategic direction of College, its Board, staff, students and families. They will:

- Demonstrate a clear understanding and commitment to the Christian ethos and Mission of the College
- Demonstrate excellent teaching practice and co-plan, co-teach, co-debrief and co-reflect with classroom teachers.
  - work collaboratively with the classroom teacher to support assessment for learning of their students with additional educational needs and identify specific learning and support needs

- plan, implement, model, monitor and evaluate teaching programs for students with additional learning and support needs in conjunction with regular classroom teachers
- plan, implement, model, monitor and evaluate personalised adjustments for learning where required, with the classroom teacher, student and/or parent or carer
- model exemplary classroom practice when tailoring adjusted learning programs for students with additional learning needs
- provide direct support for students with additional learning and support needs through a range of strategies (including direct instruction, delivery of adjusted learning programs, assessment and monitoring of progress) including the areas of social integration, language and communication, literacy, numeracy and behaviour. This may include students with confirmed disabilities.
- Have knowledge of how to prepare and structure lessons to meet the academic and pastoral development of students in accordance with the Australian Curriculum and Christian perspective.
- Offer appropriate screening and testing to gather further insight into the child's learning profile; work within College guidelines so that appropriate steps are taken before referral to external specialists.
- Work with a whole class, small groups or with an individual inside or outside of the classroom for either extension or support.
- Be able to create and maintain safe, inclusive and challenging learning environments and implement fair and equitable behaviour management plans and strategies.
- Conduct collaborative planning meetings and engage in planning discussions to identify opportunities for curriculum differentiation.
  - incorporating other documentation and information from external specialists or health care professionals;
  - obtaining written agreement with the student and parents verifying learning goals and adjustments at least annually;
  - preparing, updating, monitoring and evaluating Individual Plans;
  - providing follow-up communication and reporting to teachers and parents about student progress towards stated goals.
- Assist staff with differentiation and adjustments to the curriculum and assessment to meet individual needs.
  - provide professional specialist advice, support and mentoring to classroom teachers on: - how best to cater for the diverse learning needs in their classrooms, and - how to effectively work in partnership with families to maximise learning opportunities for students at school and at home
  - provide professional specialist advice and assistance about students with additional learning needs to the school's learning and support team

- Assist the management of the Nationally Consistent Collection of Data on School Students with Disability (NCCD).
  - entering data and updating records;
  - maintaining electronic and hard copy files of students within the allocated caseload of responsibility, as required by the Inclusive Education Coordinator;
  - obtaining and maintaining current evidence across four key domains: Disability; Individual Plan; Learning Adjustments; Monitoring and Review.
- Facilitate broader extension and support opportunities throughout the year such as the University of NSW International Competitions and Assessments for Schools (ICAS).
- Show a willingness to participate in the College’s extensive co-curricular program.
- Attend all Inclusive Education and other College meetings and events
- Maintain professional networks within the wider Learning Support/Students with Disability community.
- Other duties as assigned by the Principal.

### **Role Responsibility**

The Enrichment and Learning Support Teacher K-6 will be directly responsible to the Inclusive Education Coordinator K-6.

The Enrichment and Learning Support teacher will be required to work collaboratively within their faculty, as well as with the Primary, Junior and Middle School Coordinators, Deputy Principal and relevant Heads of Pastoral Care.

### **Teaching Duties**

Teaching duties will be assigned by the Principal or her delegate and will be stated in the employment contract.

### **Appraisal / Review Conditions**

Ongoing employment will be subject to positive, regular performance reviews.

### **Qualifications, Knowledge and Experience Required**

#### **Essential Selection Criteria**

Please provide two pages addressing the following criteria:

1. Prior or current knowledge of Enrichment & Learning Support teaching and experience, including the facilitation and documentation of Individual Learning Plan processes.
2. Ability to provide an organised and challenging program to address the needs of students and consistent with the aims and objectives of Christian Education.
3. Experience in using a range of effective teaching methods that take into account individual learning styles and differentiation for students of varying capabilities.
4. Ability to regularly assess and provide constructive evidence-based feedback on students’ work.
5. Ability to regularly monitor, review and respond to the effectiveness of the learning program.

6. Up to date knowledge of teacher professional duties, standards and duty of care in a Christian School.
7. Highly developed interpersonal and communication skills and a willingness to relate with compassion, humility and integrity to students, families and staff.

#### **Personal Skills and Attributes**

- Active participation in a church community
- A passion for teaching
- A sense of trust and honesty
- Energy, enthusiasm and a willingness to grow
- Team spirit and loyalty
- Excellent time management skills
- Excellent communication skills both written and verbal
- Can work well independently and as part of a team
- Lead or support a co-curricular program

#### **Terms of Appointment**

The remuneration package includes an attractive annual salary commensurate with the applicant's qualifications and experience. Consideration will be given to special superannuation arrangements and salary packaging.

Ongoing employment will be subject to positive, regular performance reviews.

It is envisaged that the appointee will be able to take up this position for Term 4, 2021.

The School reserves the right to fill the position by invitation or to re-advertise the position.

#### **Other Documents**

Please note that the following documents are available on the School website for your reference:

1. Faith Basis of Employment Statement
2. Lifestyle Agreement
3. Multi Enterprise Agreement

#### **Applications**

Applicants for the advertised teaching positions at Brindabella Christian College are required to complete the Teachers Application Form found on the [BCC website](#). Please lodge all documents at the same time.

#### **Specific Position Enquiries (not lodgment) to:**

Keturah Jones  
Deputy Principal  
Phone: +61 (2) 6190 7336

### Lodgement of Applications

Applications should be marked **CONFIDENTIAL** and posted to:

Human Resources  
Brindabella Christian College  
PO Box 5103  
LYNEHAM ACT 2602

Applications can be posted as per the address above or lodged electronically by email to:

[jobs@bcc.act.edu.au](mailto:jobs@bcc.act.edu.au)

### Closing Date

Applications must be received in full by 7<sup>th</sup> November 2021. Interviews are expected to be held shortly thereafter.