

## WESTBOURNE GRAMMAR SCHOOL

### POSITION DESCRIPTION

<b>Position Title:</b> Classroom Teacher (experienced, 5 years and beyond)	<b>Incumbent:</b> Various
<b>Reports To:</b> Head of Faculty	<b>Location:</b> Various
<p><b>Primary Purpose of the Position:</b> The primary focus of a classroom teacher at Westbourne Grammar School is to teach the students under his or her care in the subject/s to which they are assigned in a professional manner. They are responsible for the implementation of the agreed curriculum in their classes as decided by the Director of their Faculty and the Director of Learning. They may also be required to be involved in associated activities, such as writing units of work, by their Director of Faculty or the Director of Learning.</p>	
<b>Key result areas and tasks:</b>	<b>Key Performance Indicators:</b>
<p><b>1. <u>Professional responsibilities:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Share</b> good teaching practice, especially with new teachers within their Faculty, and promote professional improvement by collegial reflection and discussion of issues in their subject and education in general</li> <li>• <b>Demonstrate</b> familiarity with and provide advice on relevant employer policies and procedures</li> <li>• <b>Show</b> a high level of ability to identify and articulate emerging educational priorities and needs in their subject area</li> <li>• <b>Reflect</b> on teaching practices with colleagues</li> <li>• <b>Encourage</b> a stimulating environment and a high profile for the teaching and learning of their subject</li> <li>• <b>Demonstrate and model</b> strong ongoing personal and professional growth</li> </ul>	<ul style="list-style-type: none"> <li>• Good teaching practice shared with teachers in their Faculty and professional improvement encouraged by collegial reflection and discussion</li> <li>• Relevant employer policies and procedures incorporated into practice and advice given on same</li> <li>• Emerging educational priorities and needs identified and articulated</li> <li>• Teaching practice reflected on amongst colleagues</li> <li>• A stimulating environment and a high profile for teaching encouraged</li> <li>• Strong and continuous personal and professional growth demonstrate</li> </ul>

<ul style="list-style-type: none"> <li>• <b>Encourage</b> colleagues to explore and evaluate new ideas, learning technologies and teaching strategies that improve teaching and learning for students</li> <li>• <b>Assist</b> colleagues to form networks in and beyond the School for professional growth</li> </ul>	<ul style="list-style-type: none"> <li>• Colleagues encouraged to explore and evaluate new ideas, learning technologies and teaching strategies to improve teaching and learning for students</li> <li>• Colleagues encouraged to form and maintain networks beyond the School for professional growth</li> </ul>
<p><b>2. <u>Content of teaching and learning:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Demonstrate</b> and share up-to-date knowledge of contemporary developments and ethical consideration of their subject</li> <li>• <b>Contribute</b> to an evolving curriculum by sharing their comprehensive knowledge of current curriculum issues and initiatives in their subject area</li> <li>• <b>Show</b> an extensive knowledge of the characteristics of learners and teaching methods in their area</li> <li>• <b>Evaluate</b>, use and model a wide range of teaching practices that reflect emerging educational issues and priorities</li> <li>• <b>Apply</b> an extensive knowledge of appropriate equipment and resources associated with the teaching of their subject assessable within the School and of resources available from the wider community</li> <li>• <b>Act</b> in a mentoring role for colleagues to support their understanding of the principles of teaching and learning and of effective classroom management and organisational strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Up-to-date knowledge of relevant professional and ethical demonstrated and shared</li> <li>• Comprehensive knowledge of current curriculum issues and initiatives shared with colleagues in evolving the curriculum</li> <li>• An extensive knowledge of the characteristics of learners demonstrated</li> <li>• A wide range of teaching practices on emerging educational issues and priorities evaluated and used in the classroom</li> <li>• An extensive knowledge of appropriate equipment and resources associated with teaching of their subject applied in the classroom</li> <li>• colleagues mentored and supported in their understanding of the principles of teaching and learning and of effective classroom management</li> </ul>

<p><b>3. <u>Teaching practice:</u></b></p> <ul style="list-style-type: none"> <li>• <b>support</b> the work of other teachers in their subject by being exemplary teachers themselves</li> <li>• <b>demonstrate</b> a broad, balanced and innovative range of teaching strategies to promote effective learning in their subject</li> <li>• <b>assist</b> colleagues to plan and evaluate new ideas and strategies that will improve learning outcomes for students</li> <li>• <b>assist</b> colleagues in employing strategies to enhance students' literacy in their subject</li> <li>• <b>foster</b> colleagues' ability to integrate knowledge and skills in their subject area with other learning areas</li> <li>• <b>demonstrate</b> and model excellent teaching and learning skills, especially in the use of ICT and laptops in the classroom</li> </ul>	<ul style="list-style-type: none"> <li>• exemplary teaching demonstrated to support other teachers in their faculty</li> <li>• a broad, balanced and innovative range of teaching strategies employed to promote effective learning in their subject</li> <li>• colleagues assisted in planning and evaluating new ideas and strategies that will improve learning outcomes for students</li> <li>• colleagues assisted in employing strategies to enhance students' literacy in their subject</li> <li>• colleagues' ability to integrate knowledge and skills in their subject area with other learning areas fostered</li> <li>• excellent teaching and learning skills, especially in the use of ICT and laptops in the classroom modelled</li> </ul>
<p><b>4. <u>Assessment and reporting of student learning:</u></b></p> <ul style="list-style-type: none"> <li>• <b>collaborate</b> with colleagues to select and/or develop a range of appropriate assessment items to improve teaching practice</li> <li>• <b>contribute</b> to the review of the assessment and reporting of learning within the School and beyond and initiate improvements in consultation with colleagues</li> <li>• <b>demonstrate</b> a comprehensive knowledge of expectations of student performance and learning outcomes as indicated by State and national assessment measures and by interpreting and communicating them to colleagues</li> <li>• <b>ensure</b> that information about students' previous experiences and achievements in their subject is used to plan curriculum and improve student learning across a year level or within a learning area</li> </ul>	<ul style="list-style-type: none"> <li>• an appropriate range of assessment items selected and/or developed in collaboration with colleagues, to improve teaching practice</li> <li>• review of assessment and reporting of learning carried out in consultation with colleagues, to improve their quality</li> <li>• a comprehensive knowledge of expectations of student performance and learning outcomes demonstrated and communicated to colleagues</li> <li>• students' previous experiences and achievements taken into account when planning curriculum, to improve students' access to learning across a year level or within a learning area</li> </ul>

**5. Interaction with the School and wider community:**

- **integrate** the teaching of their subject with other areas of the curriculum
- **develop** links between the teaching of their subject and the world beyond School
- **provide** inspiration in the promotion of a positive profile for their subject within the School community and beyond
- **show** a strong awareness of trends and issues in their subject beyond the School setting and in industry and be able to relate these to teaching practice
- **provide** opportunities and encouragement for colleagues to share effective teaching practices and professional development experiences in their subject within and among schools
- **encourage** a wide range of students to participate in studies related to their subject and to consider a career in their subject

**Competencies:**

Personal effectiveness

To be an excellent role model for students in terms of punctuality, manner, apparel, courtesy and enthusiasm, presentation, efficiency and attention to detail, particularly that which pertains to student welfare Initiative

Interaction

To be an excellent communicator with students, staff and parents.

Conflict resolution

Team work, team building

- teaching of their subject integrated with other areas of the curriculum
- links developed between their subject and the world beyond the School
- inspiration provided to promote their subject in apposite manner with in the School and in the wider community
- a strong awareness demonstrated of trends and issues within their subject beyond the School setting and links established to their teaching practice
- opportunities provided for effective teaching practices and professional development experience in their subject to be shared within and among school
- students encouraged to participate in studies related to their subject and to take up a career related to the subject