

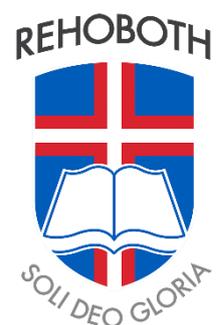


Specialist Consultant: Teaching and Learning (K-12)

POSITION DESCRIPTION

REHOBOTH CHRISTIAN COLLEGE

IMAGE: KENWICK PRIMARY 2019





OUR VISION

To engage the whole child to think, respond, and live with excellence for the glory of God alone.

OUR MISSION

Rehoboth exists as an extension of the Christian home, partnering with parents as a covenant community to support them in their task of nurturing and educating their children to equip them for all of life.

OUR PURPOSE

We believe that it is our purpose as educators and parents to orient our students Biblically toward the knowledge of God, the Gospel, humanity and all of God's creation, so that they would seek His will, see things as He sees them, and engage with and influence the culture in which they live. We believe that the Christian school must partner with parents and churches to develop the whole child (i.e. their spiritual, moral, academic, personal, and social growth), to inspire them to excel, to be intolerant of mediocrity, and to make wise choices. Such an education is distinctly Christian in its character, intentions, and outworking.



POSITION DESCRIPTION – TEACHING STAFF

Specialist Consultant: Teaching and Learning (K-12)

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1. POSITION SUMMARY

Title: Specialist Consultant: Teaching and Learning (K-12)

Responsible to: Chief Executive Officer

Campus: Both Campuses

FTE: Full-Time 1.0 FTE

Description: The Specialist Consultant will be a member of the Senior Leadership Team and will provide educational leadership to the teaching staff, oversee the content and delivery of a distinctly Christian curriculum, differentiation programs, and learning extension programs.

2. INTRODUCTION

Rehoboth Christian College seeks to provide a learning environment in which all students are protected from harm and places the highest possible priority upon the safety and nurture of young people. The College expects all stakeholders to espouse this approach and to be aware of the Child Safe Framework, accessible from the College website.

Founded in 1959, the Association for Christian Education opened Rehoboth Christian College in 1966 to serve Christian families through the provision of Christ-centred schooling. The Association is made up of members who elect a Board; the Board in turn has appointed a Chief Executive Officer to be its representative.

The Association currently operates three schools across two campuses in the southern suburbs of Perth. The campuses are located at Wilson (Kindergarten to Year 6) and Kenwick (Kindergarten to Year 12) with the Secondary School offering ATAR, Wholly School Assessed and Vocational pathways.



CREATION



FALL



REDEMPTION



RESTORATION

We view the Christian curriculum as a total package of all learning and shaping experiences in which our children are involved. It includes the work of the home, school, and church in a distinct three-way partnership.

We encourage our students to examine the world and their role in it from a Christian perspective. This permeates interpretations, viewpoints, meanings, attitudes, values, contexts for understanding and more, to comprise a holistic Christian worldview.



REHOBOTH CHRISTIAN COLLEGE

Students examine important foundational aspects of the Christian faith (Creation, Fall, Redemption and Restoration) and are taught to view the Bible as the Word of God which is completely trustworthy and reliable. Regular devotions, prayer, and Bible study are an integral part of College life, and we aim to lead our students to a point at which they personally desire to think with the mind of Christ.

Rehoboth has a justified reputation for developing and delivering a distinct Christ-centred education, and for encouraging and guiding students in discovering their individual gifting and the path God has prepared for them (Ephesians 2:8-10). It is therefore essential that the person and office of the Principal (Primary) be committed to providing Biblically-based leadership and management at the Primary School in a manner consistent with the College's Christian values and ethos.

3 SCHOOLS | 2 CAMPUSES | 1 COLLEGE

Rehoboth promotes a unified College, with a singular vision and mission. Educational programs are mirrored at both our Wilson and Kenwick campuses and staff are committed to whole-College planning across all aspects of teaching and learning.

A whole-College approach, where students' educational journeys have a clear and purposeful K-12 plan, is integral to the College's educational philosophy. As such, the leadership and management of the College ought to be conducted within the framework of "three schools, two campuses, one college." This model emphasises significant participation in the activities of the Senior Leadership Team, which is led by the CEO.

3. STRATEGIC GOALS OF THE COLLEGE

As detailed in our **AXIOM23 Strategic Plan**, we plan to make four areas our priority over the period 2020-2023 (see sidebar). The College aims to employ teachers who can cogently demonstrate their alignment with these strategic goals and have experience with, or are determined to embrace, their implementation.

AXIOM23 STRATEGIC PRIORITIES

These are the initiatives we believe are best suited to drive the change necessary to achieve the vision for the Rehoboth of 2023. Each is driven by Rehoboth's Christian ethos and shaped by our Christian heritage.

1. *Thinking Christianly: Biblical Literacy as Curriculum Foundation*
2. *Teaching Christianly: Re-Orienting Pedagogy and Classroom Practice*
3. *Responding Christianly: Discovering Gifting and Calling*
4. *Living Christianly: Student Care, Development, and Preparation*

The College uses the SEQTA Learning Management System. The incumbent will be required to use this application in various ways. Greater use of technology – for example, the use of Office 365 suite, flipped classroom lesson delivery, and cloud technologies – is now a growing feature of teaching and learning at the College.

Underpinning these priorities is our purpose at Rehoboth, to develop and deliver distinctly Christian educational programs. It follows that such an education should shape students of distinctly Christian character.

Our call to students, therefore, is to be distinct – to develop and deepen their Christian identity and character during their time at Rehoboth. It is a call for students to engage with and take responsibility for their learning, to use the opportunities presented to them to discover the gifts and calling God has placed on their lives, to see Christ as worthy of their best, and to take their place as young men and women of outstanding character and citizenship.

Our goal is that students graduate with a distinctly ‘Rehoboth’ character. Each child’s complete spiritual, emotional, social, and physical development is addressed, without compromising academic rigour. At the same time, we recognise that each student is unique and will excel in certain areas of the Learner Profile ahead of others: this is the nature of the gifts and talents God has bestowed upon them. Our aim is to nurture the five areas that are fundamental to the development of the whole child in age-appropriate ways according to their abilities, gifting, and calling.

The characteristics we seek to develop in our students are:



4. GENERAL EXPECTATIONS

A Specialist Consultant at Rehoboth Christian College would choose to be regarded as a Christian educational professional. This description would be reflected in the incumbent’s relationship with God, as well as with students, parents, colleagues, and with self.



As Rehoboth is dedicated to implementing a Biblically integrated curriculum, with a commitment to excellence and training in a thoroughly Christian worldview, the incumbent is expected to unreservedly espouse this approach, and to maintain and advance it with competence and verve.

The Specialist Consultant will be an active committed Christian, preferably of the conservative evangelical and reformed persuasion. All teaching staff are required to assent to the doctrinal position of the Association and will have read and be able to observe the Westminster Confession of Faith and/or the Three Forms of Unity. They will be actively involved in the life of the Church, strongly committed to Christian education, and possess excellent communication and leadership qualities.

The Specialist Consultant will:

- a) display an exemplary Christian lifestyle which will include regular attendance at worship services and a general involvement in the life of a local Protestant church;
- b) dress to an exemplary standard suited to the profession;
- c) be an active member of the Teacher's Registration Board (TRB) and hold a valid Working with Children Check (WWCC);
- d) be actively involved in the general life of the College, including co-curricular activities, and promote the totality of the educational experiences offered here – spiritual, social, cultural, and physical;
- e) support the policies, aims, and strategic planning goals of the College Board;
- f) be conversant with, and actively support, all Rehoboth policies and procedures;
- g) demonstrate in all dealings with students a support of the College culture, rules and procedures;
- h) attend: staff Devotions, staff prayer meetings, weekly staff meetings, parent/teacher interviews, assemblies (where applicable), Association meetings (such as the March and October General Meetings), graduation/celebration nights, concerts, camps (where applicable), and other key activities and events on the College calendar;
- i) carry out extra duties as may be required by the CEO from time to time;



5. MAIN ROLE RESPONSIBILITIES

The Wilson Primary Principal (incumbent) will be appointed as a Specialist Consultant: Teaching and Learning for one year before stepping into the role of Principal. The Specialist Consultant will be a member of the Senior Leadership Team and will provide educational leadership to the teaching staff by:

- a) actively driving improvement in teaching and learning programs through the promotion of best practice in education that is distinctly Christian;
- b) giving relevant assistance and support to ensure that teaching and learning programs are maintained to the highest standards and within the guidelines and policies set by the Senior Leadership Team;
- c) establishing curriculum and teaching and learning priorities in conjunction with Senior Leadership Team members, and considering resourcing and staffing impacts;
- d) working with the Senior Leadership Team to develop and implement whole-School programs for learning extension;
- e) working with the Senior Leadership Team to develop and implement professional development programs for all staff;
- f) working with the Senior Leadership Team to develop and implement policy and procedures;
- g) improving differentiation programs in the classroom and providing professional coaching as required;
- h) helping to meet Government regulatory and compliance requirements;
- i) aiding in the development of policy and procedures related to teaching and learning;
- j) connecting teaching and learning and cultural goals to the strategic initiatives;
- k) monitoring and improvement of academic standards;
- l) meeting periodically with staff, parents, and resource personnel to review and assess the suitability of teaching and learning programs for students.



6. SPECIFIC AREAS OF RESPONSIBILITY

6.1 General and Cultural

The Specialist Consultant is a key educational leader and is tasked with assisting the Principals in the development and maintenance of teaching and learning programs at the College. As such, the Specialist Consultant will lead by:

- a) in liaison with the Senior Leadership Team, developing goals and objectives in keeping with the College's educational philosophy and policies;
- b) working towards the constant evaluation and improvement of all teaching and learning programs and practices;
- c) attending and reporting at Senior Leadership Team meetings;
- d) leading the Curriculum Coordinators in relation to teaching and learning matters;

6.2 Curriculum

Provide educational leadership by:

- a) giving relevant assistance and support to ensure that the College's teaching and learning programs are maintained to the highest possible standards within the guidelines and policies set by the Senior Leadership Team;
- b) in conjunction with the Senior Leadership Team, establishing the curriculum and teaching and learning priorities within the College, considering resourcing and staffing impacts, and providing advice to the Senior Leadership Team as required;
- c) evaluating curriculum documentation in the learning management system and providing feedback to the Curriculum Coordinators;
- d) monitoring and responding to educational performance data (such as ATAR results, NAPLAN, etc.) for the purposes of continual College improvement.

6.3 Management

Manage all aspects of operations relevant to teaching and learning programs by:



- a) ensuring that items in relation to teaching and learning, and professional development programs are placed on the agenda of all relevant meetings;
- b) being informed of current educational practices and philosophies both within the Christian School movement and alternative education systems, and advising/training staff regarding the same as appropriate;

6.4 Staff

- a) lead the staff by assisting with the effective induction of all new staff, especially in relation to the teaching and learning programs and staff professional development expectations.

7. GENERAL TERMS AND CONDITIONS

General Terms and Conditions are available under separate cover.

8. INTELLECTUAL PROPERTY

- a) **Intellectual Property** means the legal and moral rights that come into being with the creation of materials, resources, or other works and covers copyright, patents, trademarks etc. Examples of materials or resources created and developed by an Employee that are classified as intellectual property include, but are not limited to:
 - i. teaching aids, materials, or resources;
 - ii. Rehoboth-specific curriculum and Christian worldview content;
 - iii. website and software development;
 - iv. educational programs;
 - v. assessments; and
 - vi. policies, plans, guidelines, work, research, and reports.
- b) All Intellectual Property rights with respect to any materials created and developed by the Employee during or after work hours for Rehoboth, or using the resources of Rehoboth remain the sole property of Rehoboth.
- c) Specialist Consultants are required to protect and preserve the Intellectual Property rights of Rehoboth and are not permitted to share any materials created or developed or receive any payment from a third party for such materials.
- d) The College demonstrates ownership of its Intellectual Property by:



- i. the inclusion of the College logo;
 - ii. a copyright statement (normally located in the foot of the document).
- e) Any materials or resources prepared for Rehoboth by a third party which has been purchased or granted to Rehoboth is the sole property of Rehoboth unless agreed and stated otherwise.
- f) During the process of developing Intellectual Property for the College, Specialist Consultants are required to honour and observe the rights of third parties.
- g) Rehoboth employees are not permitted to give away or assign College Intellectual Property without the approval of the Chief Executive Officer.
- h) Rehoboth Intellectual Property is not to be used for private purposes without obtaining written permission from the CEO.

9. TRB REGISTRATION

All teaching staff (excluding Education Assistants) in WA schools, Government and Non-Government, are required to be registered with the Teachers Registration Board. No employment can be confirmed without original registration documents being made available to the Finance Manager before commencing duties. Information regarding TRB registration can be obtained from the website located at: <http://www.trb.wa.edu.au>.

10. WORKING WITH CHILDREN CHECK

The Specialist Consultant will be responsible for providing a valid Working with Children Check. This must be obtained from an Australia Post outlet, from the Business Office or online. More information can be found at the WWCC website: <http://www.checkwwc.wa.gov.au/checkwwc>.

11. HEALTH

Applicants need to declare any impairment that might reasonably be expected to interfere with their ability to perform the job for which they have applied.



12. RIGHT TO WORK IN AUSTRALIA

Applicants are required to demonstrate that they are legally entitled to be employed in Australia by providing an Australian birth certificate, passport, Australian Citizenship Certificate, or a Permanent Residency Visa.

13. PERFORMANCE EVALUATION

Rehoboth Christian College has a firm commitment to performance evaluation of its personnel, whatever their category and level, through the medium of a formalised system. The primary purpose of such evaluation is to assist personnel in professional development towards achieving the goals of the Association. It is envisaged that a performance evaluation will be undertaken each semester.

14. APPOINTMENT AND COMMENCEMENT

Ideally the successful applicant will be able to commence duties as the Specialist Consultant: Teaching and Learning in January 2022 and the Principal: Wilson (K to Y6) in January 2023. A contract will be negotiated with the successful applicant.

15. APPLICATIONS AND CLOSING DATE

For more information on how to apply please refer to the Primary Principal Position Description. Should you have any further questions please do not hesitate to contact the Business Office on 08 9274 9910.

The closing date for applications is Wednesday 21 July 2021.

16. ACKNOWLEDGEMENT

I have been provided with a copy of this Position Description:

DATE

NAME

SIGNATURE