



APPLICATION – LEARNING ENHANCEMENT TEACHER

Thank you for your enquiry.

Heathdale is a growing Kinder-Year 12 College dedicated to the provision of quality education in a Christian environment. We have structured the College into three schools, Junior (Kinder-Year 4), Middle (Years 5-8) and Senior (Years 9-12). Our current enrolment is approximately 1,650 with students attending our Werribee Campus and our Melton campus.

We are keen to employ staff who are able to identify with the Christian foundations, Christian ethos and Christian practice of the College. The College has a zero tolerance of child abuse. We have established a series of Policies, Procedures and a Code of Conduct for all employees, volunteers and contractors working with our students. This is aimed to protect children from abuse and embed a culture of child safety in the school environment.

A staff application form, copy of the College's Theological Foundations, Purpose, Core and Quality Statements and Mission Statement are enclosed. The application form is designed not only to elicit information that will help the selection panel in its short-listing process, but also to provide opportunity for comments by the applicant that may be profitably discussed further in interview. Any documentation not available at the time of submission of the application form should be forwarded as soon as possible.

To apply for this position, please submit the application pack, together with cover letter and resume by email to: hr@heathdale.vic.edu.au.

For any further enquiries please contact Human Resources 03 9749 1522.

Ross Grace
Executive Principal
2019

Encl. Quality Statements
Application Form
Theological Foundations
Position Description

Heathdale Christian College

Melton 102-112 Centenary Avenue, Melton Victoria 3337 . 03 8746 3100

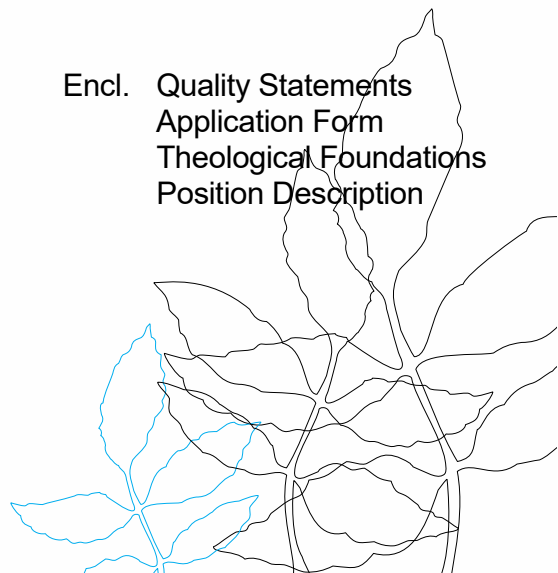
Werribee 175 Derrimut Road, Werribee Victoria 3030 . 03 9749 1522

Postal PO Box 1042, Werribee Plaza Victoria 3030

heathdale@heathdale.vic.edu.au

www.heathdale.vic.edu.au

ABN 40 005 962 792 ACN 005 962 792
C.R.I.C.O.S. Provider No. 00578B





APPLICATION FOR A GENERAL STAFF POSITION

1. POSITION APPLIED FOR: LEARNING ENHANCEMENT TEACHERS – MELTON

2. PERSONAL DETAILS

Surname _____ Given Names _____

Mr/Mrs/Miss/Ms/Dr/Rev _____

Residential Address _____

Postal Address (if different from above)

Email Address _____

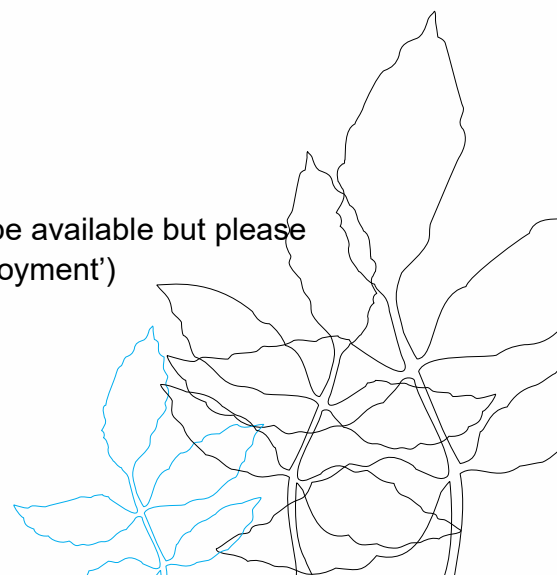
Telephone: Home _____ Business _____ Mobile _____

Are you a resident of Australia _____

Next of Kin _____ Relationship _____

Checklist – I have included the following with this application (✓ as appropriate) or not (as applicable)

- Covering letter of introduction
- CV resume
- Copy of certificates
- Working With Children Check 'E' (this may not be available but please note this will be required as a 'condition of employment')
- Current Police Check may be required



3. EDUCATIONAL QUALIFICATIONS

(i) What degrees, diplomas or other professional qualifications do you hold?

Degree, Diploma, etc.	Name of Institution	Year Conferred

(ii) Other qualifications

Please list below any other qualifications you have, including Bible College and Christian Education courses and shorter courses in specific skills areas such as first aid etc.:

Course Name	Provider

(iii) Special Interests

Please detail below any areas of value to a school in which you have skills, experience or interest (e.g. instrumental music, choir, public speaking, debating, photography, drama, hobbies and leisure interests).

4. TEACHING EXPERIENCE/EMPLOYMENT DETAILS

(i) Give details of your teaching experience, of any, including levels taught.

Year	School/Employer	Reason for Leaving

(ii) List any positions of special responsibility you have held, and the length of time you held the position

Year	School/Employer	Position Description	Reason for Leaving

(ii) Are you currently a registered teacher?

- No (Please note registration with the Victorian Institute of Teaching is necessary for employment at Heathdale, therefore application should be made without delay)

Please explain

6. CHURCH AND COMMUNITY

- (i) Name the church/fellowship you are presently attending?

- (ii) How long have you been at your present church/fellowship?

- (iii) Do you hold membership in your present church/fellowship? _____
- (iv) How frequently do you attend church/fellowship?

7. GENERAL

- (i) Please give details of recreational activities and social or community interests

- (ii) How did this vacancy come to your notice, and what influenced you to consider service in a Christian school?

- (iii) How do you rate your level of health?

- (iv) Do you smoke?

- (v) Are there any further comments you would like to make in support of this application? (e.g. reasons why you would like to work at Heathdale etc.)

8. REFEREES

Name three people who would be able to attest to your spiritual character; and able to attest to your ability to work in a school.

1.	Professional Referee's Name	
	Referee's position	
	Telephone number	
	Relationship to you	

1.	Professional Referee's Name	
	Referee's position	
	Telephone number	
	Relationship to you	

2.	Spiritual Referee's Name	
	Referee's position	
	Telephone number	
	Relationship to you	

9. DECLARATION

I, _____

Of _____

_____ State _____ Postcode _____

do declare as follows:

1. The information in this application is true and correct.
2. That all copied material is a true copy of the original document.
3. I have never been charged with or convicted of child abuse or any other crime other than as disclosed in this application (Please give details on a separate sheet if applicable).

I acknowledge that:

4. Any appointment is on condition that the information provided by me is true and correct.
5. Checks may be made to verify any information supplied and I give my permission for that to occur including, if considered appropriate, (e.g. checking with referees). I authorise Heathdale Christian College to make such enquiries and I authorise the relevant authorities to provide Heathdale Christian College with that information.

This _____ day of _____, 201 .

Signature: _____
(Applicant)

Before me:

Name of Witness: _____

Witness Signature: _____

Witness Address: _____

Witness Phone: _____

PRIVACY AT HEATHDALE CHRISTIAN COLLEGE

Application for Employment Privacy Notice

1. In applying for this position you will be providing Heathdale Christian College with personal information. We can be contacted by post at PO Box 1042 Werribee Plaza 3030, or by telephone (03) 9749 1522.
2. You agree that we may store this information for 3 months.
3. You may seek access to your personal information that we hold about you if you are unsuccessful for the position. However, there will be occasions when access is denied. Such occasions would include where access would have an unreasonable impact on the privacy of others.
4. We will not disclose this information to a third party without your consent.
5. We have a College policy that requires us to conduct a criminal record check.
6. If you provide us with the personal information of others, we encourage you to inform them that you are disclosing that information to the College and why, that they can access that information if they wish, that the College does not usually disclose the information to third parties and that we may store their information for 3 months.

LEARNING ENHANCEMENT TEACHER

POSITION DESCRIPTION

REPORTING TO: Head of Learning Enhancement

CAMPUS: Melton

TENURE: Part Time

INTRODUCTION:

Heathdale Christian College is a co-educational, Kindergarten to Year 12 Christian College operating at Werribee and Melton being Prep to Year 6.

Learning Enhancement Teacher Positions will work and act in accordance of the Biblical principles and beliefs, as set out in the College Statement of Faith and Values. It is an inherent requirement that staff are supportive of and abide by the Christian foundations, Christian ethos and Christian practice of the College.

KEY OBJECTIVES:

The Learning Enhancement teacher will support the Head of Learning Enhancement (HLE) in promoting and developing differentiated programs to support and extend student learning, and assist home group teachers to implement learning plans to meet the needs of students. They will be an advocate for students with additional needs and ensure appropriate provisions are available as required.

You will be available to work at our Melton campuses, dependent on the requirements of the timetable.

KEY RELATIONSHIPS:

- Head of Learning Enhancement
- Learning Enhancement Team Leader and Staff
- Head of School
- Staff
- Students
- Curriculum Coordinators
- Relevant Professional Bodies

KEY RESPONSIBILITIES & DUTIES:

A. Teaching

- Exercise a pastoral responsibility for students in their classes.
- Demonstrated commitment to serving Christ in Christian Education.
- Ability to work within a team environment.

- Participate in the understanding of the College's Christian philosophy of education and its practical outworking through the professional development of staff.
- Ability to lead, inspire, support and encourage students through teaching from a Christian worldview.
- Capacity to select and use appropriately, a wide range of teaching and assessment strategies to suit the needs of a diverse range of students.
- Support the Head of Learning Enhancement to meet individual student needs.
- Attend and minute Learning Support Group Meetings (LSGs).
- Allocate best use of human and material resources according to the directions of HLE.
- Oversee referrals and refer to HLE for screening tool assessments
- Lead identification process of student access to programs and develop accurate learning profiles.
- Provide test data to HLE for interpretation and analysis.
- Assist teachers with the design, implementation and assessment of support programs.
- Provide support for Home group teachers in relation to the requirements of students with additional needs, including planning and preparation of Individual Learning Plans (ILPs) with clear, measurable goals.
- Deliver Learning Enhancement in a variety of flexible formats including withdrawal, small group work and in-class support and team teaching.
- Plan appropriate programs based on identified student needs.
- Regularly review and modify programs to maximise student learning.
- Assist with annual transition of students with additional learning needs to the following year level.
- Raise awareness and teacher capacity in relation to disability as well as special educational needs.
- Keep thorough, professional, confidential records of planning, meetings and reports.
- Arrange purchase of specialised equipment.
- Ability to critically reflect upon educational trends as well as your own professional practices.
- Demonstrate the capacity for best practice in curriculum development, implementation, evaluation and assessment.
- Partner with parents or guardian/s with ensuring support and that effective and open communication is maintained.
- Have a level of understanding of students, including their diverse linguistic, cultural and social backgrounds.
- Work with key staff to ensure that the student's well-being and safety is addressed and being managed.
- Display appropriate behaviour management strategies to ensure a safe, orderly and successful learning environment, addressing discipline issues promptly, fairly and respectfully.
- Follow up students in relation to lateness or absences

B. Accountability

- Demonstrate a deep understanding of the teaching / learning / assessment cycle to ensure student educational growth.
- Display thoughtful knowledge of current and relevant school curriculum.
- Embrace and enhance the use of technology to engage students.
- Be actively involved in school's co-curricular program.
- Undertake rostered supervisory duties outside of the classroom and exercise responsibility of the welfare of students.
- Assist in providing advice and leadership to student teachers if and/or when required.

C. Interpersonal Skills

- Demonstrate strong interpersonal skills and capacity to develop and sustain productive relationships within the beyond the school community.
- Demonstrate support for and capacity to develop and maintain a positive tone and organisational culture based on ethical, professional and personal behaviours and College values.
- Demonstrate commitment and capacity to ensure consistency of learning opportunity for all students.
- Actively develop professional knowledge in special education
- Willingness to attend professional development days/sessions.
- Provide assistance to other team members and colleagues if or when required.

D. General and Administrative

- To ensure that the curriculum that is being delivered is documented and up to date.
- Use technology for the purpose of updating systems, reporting, student feedback and academic progress.
- Adhere to College policies, procedures and practices.
- Adhere to the College expectations regarding personal and professional presentation and dress.
- Attend and if required participate in daily staff devotions.
- Participate and attend faculty or staff meetings.

OTHER DUTIES:

Any other assigned duties may be directed by the Principal or their nominee as required and in consultation.

Display and have the ability to perform the tasks which are essential to perform a job productively and to the required professional standard. The ability to work effectively in a team, ensuring safety and good work practices at all times.

COLLEGE EXPECTATIONS:

All staff are expected to:

- Perform their responsibilities in a manner which reflects the College's mission, objectives and philosophy. In particular, staff are expected to role model an active Christian faith that will be demonstrated in part by an active involvement in the wider Christian Church.
- Be Christian role models and examples to all people associated with the College.
- Participate in leading College devotions that involve staff and students and attendance at the staff spiritual enrichment day.
- Support the College's guidelines and policies.
- Perform your responsibilities in a manner which reflects and responds to continuous improvement.
- Contribute to the efficient and effective functioning of their team's in order to meet organisational objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor.
- Perform your responsibilities in a manner which reflects the College's zero tolerance for child abuse and in accordance with the College's Child Safety policies.
- Familiarise themselves and comply with the relevant College policies including Occupational Health and Safety.

REMUNERATION:

The salary will reflect both qualification and experience.

Annual performance and salary reviews will be conducted by the Head of Learning Enhancement.

MINIMUM QUALIFICATIONS AND EXPERIENCE:

- Minimum Degree in Education with specialised experience working with students with additional needs.
- Ability to communicate with clarity and empathy.
- Demonstrated ability to uphold confidentiality in all communication
- Training in supporting students specifically diagnosed with ASD, dyslexia, severe language disorder, working memory and processing difficulties.
- Continued pursuit of current trends, research and programs.
- Knowledge of classroom practices and pedagogy.
- Excellent written and verbal communication skillset.
- The ability to work on a flexible basis and to work with various teaching staff and students.
- Valid VIT registration
- Ability to work autonomously and as part of a team
- First Aid qualified
- CPR qualified
- Anaphylaxis qualified

THE PURPOSE OF HEATHDALE CHRISTIAN COLLEGE IS:

To glorify God through Christ-centred education that helps children develop their God given potential.

The purpose of Christian Education is to develop the whole person. The school shares with the home, the church and the community in the nurture and education of children, but the final responsibility rests with the parents. God gives this responsibility to parents in Deuteronomy 6 and Ephesians 6.

It is a responsibility which embraces the total welfare of the child and includes spiritual, emotional, physical, academic, social and cultural aspects.

The College is open to all children whose parents accept and actively endorse its aims, and who wish to take advantage of the type of education being offered.

Heathdale Christian College is a multi-denominational, co-educational college, serving the educational needs of families, by providing education:

1. For Junior, Middle and Senior School students, from a wide range of backgrounds, in an environment consistent with the Theological Foundations;
2. Which affirms the relevance of the Christian Gospel to each individual.
3. Which highlights the value of every individual and supports each student as he or she develops, instilling in each student concern and respect for the needs, abilities and convictions of others;
4. Which engenders an appreciation of beauty, goodness and truth;
5. Which stresses a sense of community and develops individual gifts so that students will be able to make an informed and responsible contribution to the local area and to society in general;
6. Which highlights the importance of family life, respects equally all forms of work, and which honours those who seek to follow the teachings and example of Jesus Christ;
7. Consistent with The Quality Development of the Child.

Prov.22:6 - Train up a child in the way he should go; and when he is old he will not depart from it.

QUALITY STATEMENTS:

To achieve The Purpose, we have a commitment to the following Quality Statements:

Quality Environment - through:

- God being glorified in all we do and have;
- Working with and supporting parents in their Christian responsibility to educate their children and prepare them for future adult life;
- A caring culture conducive to spiritual growth in an atmosphere where all people are valued as created by God;
- All staff being committed to Christ and growing in their walk with Him;
- Educational programs that reflect a natural bias toward Biblical values;

Quality Learning – through students being:

- Engaged in learning;
- Encouraged to value learning and become lifelong learners;
- Challenged to achieve the highest standards in accordance with their God-given abilities;
- Equipped in social development, personal development and skills development.

Quality Achievements - by;

- Promoting and fostering diligence and excellence in all endeavours through governance, management, staff, parents and support groups;
- Providing Christian Education with sound curriculum and teaching;
- Encouraging students to acquire the knowledge, skills and work habits needed to grow into disciplined, thinking individuals;
- Equipping students for vocations in the service of God's kingdom.

Quality Management - through:

- All staff and systems operate in a Godly, parent-friendly manner;
- The implementation of appropriate policies, procedures and systems;
- Leadership that embodies high standards of personal and corporate integrity;
- The pursuit of best practice management systems.

THEOLOGICAL FOUNDATIONS:

The teaching and activities of Heathdale Christian College will conform with and be informed and enriched through the principles** outlined in the following statement of basic truths contained in the Christian Bible and expressed in the Westminster Confession and the Apostle's Creed.

1. Holy Scripture, the Old and New Testaments, is God's written word and contains all things necessary for salvation. It is the supreme authority in all matters of faith and conduct and provides the framework for our understanding of God's creation and His purposes within it.

Scriptural Basis: II Timothy 3:16 -17; Psalms 119:9-16

2. Holy Scripture is intelligible in itself, but our understanding of its truth is brought about only as the Holy Spirit reveals it to us. It remains essential for God's people to draw to one another's attention the plain meaning of Scripture and its implications for life, and to witness to its truthfulness in experience.

Scriptural Basis: II Peter 1:19-21; Deuteronomy 17:19-20

3. There is one true God who in the unity of His Godhead exists in three persons: the Father, the Son and the Holy Spirit.

Scriptural Basis: Exodus 20:3; Matthew 28:18-20; I Corinthians 8:4-6

4. *God is the creator of all things and His sovereign providence and authority is exercised in holiness, infinite wisdom, power, goodness and love.*

Scriptural Basis: Genesis 1:1-31; Colossians 1:16-17

5. All human beings were created in the image of God, and because humanity has chosen to rebel against the sovereign God, that image has been marred by sin. This event has cosmic significance, as it has affected the environment in which we live, marred our nature including our mind and will, distorted our perception of our place in the world and broken our relationship with God. People by themselves no longer have the power to act in a way that is pleasing to God; from birth, our nature is self-centred and not God-centred, thereby rendering us deserving of God's condemnation and in need of salvation.

Scriptural Basis: Genesis 3:1-24; Romans 5:12 -19

6. God the Son became man and lived in His world. He is known as the man Jesus Christ who is both truly God and truly man. He was conceived by the Holy Spirit and born of the Virgin Mary.

Scriptural Basis: John 1:1-14; Hebrews 4:14-16; Luke 1:35; Isaiah 7:14; Galatians 4:4-5

7. Jesus Christ, the perfect man, died in mercy and grace to reconcile us to the Father. Acting as a substitute, He took on all the sins of humanity and accepted God's sentence of punishment on our behalf. The death of Jesus satisfied God once for all, and because of that He has removed the barrier which had prevented His full relationship with humanity.

Scriptural Basis: Isaiah 53:4-11; I Peter 3:18-20; I John 3:4-5; John 1:29; John 3:3-17

8. Completing the work of redemption, Jesus has been bodily raised from death and given all authority. This authority is not recognised by rebellious people but will be clear to all when He returns in person to judge the world.

Scriptural Basis: Matthew 28:1-7; 1 Corinthians 15:3-9

9. All people as they commit their lives to Jesus in repentance and faith, are declared righteous by God and restored to their relationship with Him. This conscious commitment is made possible by the work of the Holy Spirit within the individual; it is not based upon one's efforts or merit.

Scriptural Basis: Romans 8:9-17; Ephesians 2:8-9; John 1:12-13

10. God, the Holy Spirit lives within everyone who confesses Jesus Christ as Lord. By their personal commitment of faith, believers are born anew, baptised of the Spirit and made alive to God.

Scriptural Basis: John 14:15-17; 1 Corinthians 12:12-13; John 16:12-15

11. The Church is the universal Body of all believers who have been made alive to God and indwelt by the Holy Spirit. The Biblical ordinances or practices given by Christ for His Church are Baptism and Communion.

Scriptural Basis: Ephesians 1:22-23; Acts 2:37-47; Matthew 28:18-20;
1 Corinthians 11:23-26 & 12:12-13

12. God expects His people to assemble together regularly in the name of Christ for Bible teaching, thanksgiving, prayer and mutual edification. Spiritual gifts are to be exercised not selfishly or egotistically, but with loving humility in the service of Christ and for the edification of His Church.

Scriptural Basis: 1 Corinthians 12-14; Hebrews 10:23-25; Colossians 3:12-17

13. Christian parents are responsible to God for the care, discipline and instruction of their children in the Lord.

Scriptural Basis: Deuteronomy 6:1-9; Ephesians 6:1-4

** It is not intended that the College should be used as a platform for issues of contention or denominational bias.