

Position Description		
Job Details		
Position Title: Teacher		Year: 2019
Stream/Function/Department: RIDBC		
Reports directly to: Principal/Head of Teaching Learning		Direct Reports: Nil
Background Information		
Qualifications	<i>Undergraduate</i>	Undergraduate degree in teaching
	<i>Postgraduate</i>	
	<i>Other</i>	
Main Purpose		
<ul style="list-style-type: none"> To deliver education programs in accordance with the vision, mission, values and standards of RIDBC. To embrace a culture of quality and innovation that enhances educational opportunities and outcomes for children with sensory impairment. To value and enhance the profile and reputation of RIDBC, generally, and the Department, specifically, in the community. To share knowledge and expertise generated within the department with others. 		
RIDBC Mission		
By providing quality and innovative education and other services, RIDBC will achieve the best outcomes for current and future generations with hearing and/or vision loss throughout Australia.		
RIDBC Values		
<ul style="list-style-type: none"> Integrity Our actions match our words Empowerment Owing my experience Community Connected, not isolated Respect We all matter Courage Go beyond fear Communication Exchange with purpose 		

Key Responsibilities	Performance Indicators
Design and implement learning and teaching programs using knowledge of curriculum, assessment and reporting requirements.	<p>Design and implement learning and teaching programs using knowledge of curriculum, assessment and reporting requirements.</p> <p>Organise content into coherent, well-sequenced learning and teaching programs.</p> <p>Select and use relevant teaching strategies to develop engaging teaching activities.</p>
Design and implement teaching strategies that are responsive to the learning strengths and needs of students from diverse linguistic, cultural, religious and socio-economic backgrounds.	<p>Differentiate teaching to meet the specific learning needs of students across the full range of abilities.</p> <p>Set explicit, challenging and achievable learning goals for students.</p> <p>Planning reflects identified individual learning needs.</p> <p>Evaluation is reflected in on-going planning and practice.</p> <p>Uses informal and formal assessment strategies to assess student learning.</p> <p>Constructs accurate informative and timely reports to students and their carers about student learning and achievement.</p>
Adopt a practice of continuous professional development and professional reading to ensure that their skills and knowledge are up to date.	<p>Structure teaching programs using research and collegial advice about how students learn.</p> <p>Demonstrates a high level of knowledge of relevant curriculum and of current learning and assessment theory.</p> <p>Teaching development reflects current knowledge of effective learning and teaching.</p> <p>Identifies own professional development opportunities and communicates this when establishing Performance and Development plans.</p> <p>Attends Professional Development Programs Demonstrates a commitment to ongoing learning.</p>
Create and maintain supportive and safe learning environment.	<p>Implement inclusive and positive interactions to engage and support all students in classroom activities.</p> <p>Manage challenging behaviour by establishing and negotiating clear expectations with students, and address discipline issues promptly, fairly and respectfully.</p> <p>Ensure student wellbeing and safety within the school by implementing school, curriculum and</p>

	legislative requirements.
Assess, provide feedback and report on student learning	<p>Provide timely, effective and appropriate feedback to students about their achievement relative to their learning goals.</p> <p>Use informal and formal, diagnostic, formative and summative assessment strategies to assess student learning.</p> <p>Report clearly, accurately and respectfully to students and parents/carers about student achievement, making use of accurate and reliable records.</p>
Effectively communicate with other staff members of the service and RIDBC, together with students' families and relevant community service providers in order to provide an effective transdisciplinary approach to educational service delivery.	<p>Engage parents/ carers in the educative process.</p> <p>Families are listened to, kept informed and provided with feedback.</p>
Lead and supervise School Assistants, and will at times, also supervise volunteers and students on practicum.	The assistant is utilised in a highly effective manner to assist with the implementation of the IP/IEP goals and assist in the classroom programme in a way that maximises student learning and fosters independence.
Actively contribute to the whole school community by participating in the planning and development of school policy and activities, by participating in processes of performance feedback and evaluation, by sharing resources and expertise with colleagues and by mentoring and supporting colleagues.	<p>Information and expertise is shared with colleagues, related professionals, and mainstream schools.</p> <p>Models effective strategies for working with students.</p> <p>Cooperates with colleagues on tasks that require working in collaboration.</p> <p>Participates in school-based activities.</p>
Use and be accountable for resources in an efficient manner, displaying honesty, integrity and reliability.	Use and be accountable for resources in an efficient manner, displaying honesty, integrity and reliability.
Attend meetings, consultations and professional development activities as required to carry out their duties	Attend meetings, consultations and professional development activities as required to carry out their duties.
Keep confidential, all private and/or sensitive information relating to students and staff, upholding the requirements of the Privacy Act legislation.	Preserves the privacy and confidentiality of student information at all times.
Perform additional duties required for the effective operation of the school/service.	Perform additional duties as required by the school coordinator/principal to ensure the effective operation of the school.
Maintain professional relationship with schools and appropriate involvement with parents.	Maintains a professional relationship with schools and families.
Follow RIDBC values, policies, procedures and statutory obligations.	Follows RIDBC policies, procedures and statutory obligations.
Ensure a safe working environment for self and others.	All Workplace Health and Safety programs/policies are

	followed to ensure a safe working environment for self and others.
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Knowledge, skills and experience – Required to perform this role

- Relevant degree or recognised teaching qualification.
- Excellent written and verbal communication skills, including the capacity to handle sensitive matters with tact and diplomacy.
- Excellent teaching practice.
- Experience in the education of students with significant hearing/ vision impairment
- A current NSW driver’s licence.
- Compliance with Child Protection Legislation

Personal Attributes

Good team member with excellent communication skills	Initiative and capacity to work with minimal supervision
Outcomes focused	Well organised and able to meet deadlines
Values driven with strong personal and organization values match	Flexible and able to accept and manage change
Service and delivery oriented	Reflective teaching practice
Proactive and persistent	
Collaborative and consultative	

Challenges

<i>Types of challenges</i>	<i>How the position deals with them</i>
Complex organisational work practices and diverse stakeholders with often competing priorities.	Navigate through the complex structures, show understanding and empathy with differences within RIDBC.

Staff member’s name (print):		Date:
Staff member’s signature:		

Supervisor’s name (print):		Date:
Supervisor’s signature:		