

Position Description		
Job Details		
Position Title: Teacher		Year: 2020
Stream/Function/Department: RIDBC		
Reports directly to: Principal/Assistant Principal		Direct Reports: Nil
Background Information		
Qualifications	<i>Undergraduate</i>	Undergraduate degree in teaching
	<i>Postgraduate</i>	
	<i>Other</i>	
RIDBC Overview		
<p>Royal Institute for Deaf and Blind Children (RIDBC) provides quality, innovative services to achieve the best outcomes for current and future generations of Australians with vision and/or hearing loss.</p> <p>RIDBC provides education, therapy, audiology and cochlear implant services for adults and children with hearing and/or vision loss, and their families. Services include:</p> <ul style="list-style-type: none"> • Early learning programs for children with vision and/or hearing loss from birth to six years • Preschool and school programs for children with vision and/or hearing loss and specialist preschool and school support services for children attending mainstream preschools and schools • Assessment, planning and therapy sessions for children and adults with vision and/or hearing loss • Specialist hearing and vision services delivered to children, adults and families in regional and remote areas of Australia via videoconference and other technologies • Cochlear implantation and habilitation services for children and adults, through SCIC Cochlear Implant Program, an RIDBC service • World class research, continuing professional education programs and postgraduate courses for professionals working with people with vision and/or hearing loss, through RIDBC Renwick Centre. • As a not for profit, RIDBC relies significantly on fundraising and community support to be able to continue to make a difference in the lives of people with vision and/or hearing loss. 		
Working for RIDBC		
RIDBC's ability to provide high quality services to people with vision or hearing loss is directly dependent on the experience, knowledge and professionalism of its staff.		

With more than 500 employees and over 1,500 volunteers, RIDBC employs a diverse range of staff across its many programs including: teachers, audiologists, speech pathologists, surgeons, orthoptists, occupational therapists, psychologists, physiotherapists, technology consultants, academics and researchers. We also employ a range of people in business support functions including corporate services, library services, fundraising, marketing and communications and human resources.

RIDBC is an Equal Opportunity Employer. Compliance with child protection legislation is essential to all child-facing positions. At RIDBC we are committed to employing the very best people in the industry who have a genuine passion for working with children and adults with disabilities and have the right level of experience and knowledge.

RIDBC Values

- Integrity – Our actions match our words
- Empowerment – Owning 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</p>

	<p>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>
<p>Create and maintain supportive and safe learning environment.</p>	<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 legislative requirements.</p>
<p>Assess, provide feedback and report on student learning</p>	<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>
<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>	<p>Engage parents/ carers in the educative process.</p> <p>Families are listened to, kept informed and provided with feedback.</p>
<p>Lead and supervise School Assistants, and will at times, also supervise volunteers and students on practicum.</p>	<p>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.</p>
<p>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>	<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>

	Participates in school-based activities.
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.

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

Types of challenges	How the position deals with them
Complex organisational work practices and diverse	Navigate through the complex structures, show understanding and empathy with differences

stakeholders with often competing priorities.	within RIDBC.

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

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