



Employment Application Pack Secondary Teacher



BAIRNSDALE
**CHRISTIAN
COLLEGE**



Dear Applicant,

We are pleased that you are taking the time to provide us with your application for the position of Secondary Teacher at Bairnsdale Christian College.

Please read the following information carefully before submitting an application to enable you to get to know our school and our culture as you consider applying for the position of teacher. We appreciate your consideration of this position at Bairnsdale Christian College and will be very pleased to receive your application.

Should you require more information regarding the College and/or the application process, please do not hesitate to contact us by calling the school on (03) 5153 0079 or by emailing our Administration team at admin@bccs.vic.edu.au.

May God bless you as you seek His will and His direction.

Blessings,

Ms. Kim McKenzie
Principal

Vision Statement

Our College is a vibrant community partnering with parents to educate, nurture and equip their children to the highest standard so they shine wherever they are, discovering their unique gifts and serving God significantly and passionately in a complex world.

Mission Statements

We will create a caring, supportive environment, and will encourage students to learn of God, and respond to Him in love, faith, and trust. Every child will be valued as an individual and encouraged to develop his/her God given abilities and potential.

We will encourage students to:

- discern a Christian world-and-life view in their personal commitments.
- take responsibility for their choices.
- to live with integrity in the face of complex challenges.

We will provide a curriculum that:

- meets Government requirements.
- serves the needs of the students.
- addresses contemporary issues of society.
- is always faithful to the Bible.

We will maintain a staff for the College who are:

- dedicated Christians.
- professionally trained and competent in their area of teaching.
- committed to the vision of the College community.
- able to model to the students an approach to Christian living that has integrity and purpose.

We will:

- Provide prompt, effective access to staff for all parents for the purpose of resolving concerns, addressing questions, and building a cooperative approach to the education of each student.
- establish and carefully maintain facilities to enable each child to receive training of an excellent standard.
- create an environment that encourages a Christian community to develop, embracing family values and relationships across the Christian community.

Value Statements

Love, Wisdom, and Integrity are our College's key values and are woven throughout the life of the College from curriculum to the playground, from the boardroom to the classroom.

BCC VALUES

LOVE

The love of God, people and the environment is demonstrated in the choice to value each individual; being supportive and encouraging of others' and placing their needs above one's own.

WISDOM

The ability to discern and interpret life from a Biblical perspective, to pursue their personal best, develop Godly character and value others' ideas.

INTEGRITY

Honouring the Godly principles of honesty, dependability, personal responsibility and developing strong morals.

Secondary Teacher Position Description

Bairnsdale Christian College is a Christian Education ministry to the Bairnsdale and district community and as such, requires that all staff be in complete acceptance and support of the vision and ethos of the College. Staff must also be able to be in full agreement and support of the vision and mission statement, values, and statement of Christian Faith of the College.

A deliberate and considered approach is taken in the development of personalised learning opportunities for all students in our school. We are a school who is proud of the steady development of the school and the culture of learning that is being embedded. We strive to provide the best possible education for our students and support for our staff. Our philosophy ensures that our teaching practice is focused on our students' learning needs and backed by current research about how students learn.

Teachers are a key and influential role in our college and in the delivery of consistent and quality curriculum from a distinctive Christian perspective.

Teaching staff must have:

- a passion for teaching and have excellent interpersonal and communication skills
- be able to demonstrate enthusiasm and energy for learning
- have an excellent understanding of current practice
- first-rate time management skills
- a child safety focus and be committed to the safety, wellbeing, and protection of all students regardless of their social, ethnic, or personal circumstances

Selection Criteria

1. Demonstrated knowledge of the relevant curriculum, including the ability to incorporate the teaching of literacy and numeracy skills. Demonstrated experience in responding to student learning needs.
2. Demonstrated experience in planning for and implementing high impact teaching strategies, guided by how students learn, and evaluating the impact of learning and teaching programs on student learning growth.
3. Demonstrated experience in monitoring and assessing student learning. Demonstrated experience in using data to inform teaching practice and providing feedback on student learning growth and achievement to students and parents.
4. Demonstrated interpersonal and communication skills. Demonstrated experience in establishing and maintaining collaborative relationships with students, parents, colleagues, and the broader school community to support student learning, agency, wellbeing and engagement.
5. Demonstrated behaviours and attitudes consistent with Department values. Demonstrated experience in reflecting upon practice and engaging in professional learning to continually improve the quality of teaching.
6. Demonstrated ability to collaborate effectively within teams to drive the vision of the College.

Child Safety Statement

Bairnsdale Christian College has a zero tolerance for any form of child abuse. We believe ALL children are fearfully and wonderfully made. Therefore, we are committed to promoting and providing a child safe environment where children and young people are safe, feel safe, and their voices are heard.

We value and support diversity, inclusion and equality and are committed to promoting cultural safety for all children, including the needs of students with disability, students from culturally and linguistically diverse backgrounds, students who are unable to live at home, international students, and LGBTIQ+ students. Every person involved in Bairnsdale Christian College has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make

Responsible to: Principal or nominated delegate

Minimum Qualifications:

- Bachelor of Education - Secondary
- Victorian Institute of Teaching registration

Main Qualities and Objectives

- Have a personal and active relationship with God, fellowshiping regularly with other Christians and living a life, consistent with biblical values, the College's statement of Faith, Vision, Mission, Values and Code of conduct.
- Have a sense of calling from God to be a teacher and to serve Him at BCC.
- Have an understanding of the distinctiveness and philosophy of Christian Education and deliver a curriculum which is filtered through a Christian Worldview and inspired to reveal the heart, character and revelation of God.
- Being willing to reveal God in all practices of the classroom, playground, staffroom etc. in and around the school.
- Be willing to work as part of a team - building positive and professional relationships with colleagues, students, parents, and visitors in the college.

Secondary Classroom Teacher (20hrs F2F)

The classroom teacher classification comprises two salary ranges 1 and 2

- The primary focus of the classroom teacher is on the planning, preparation, and teaching of programs to achieve specific student outcomes:
 - Have a working knowledge and understanding of the Victorian Curriculum in relation to teaching area/s
 - Direct teaching of groups of students and individual students
 - Contributing to the development, implementation and evaluation of a curriculum area or other curriculum program within the college
 - Undertaking other classroom teaching related and organisational duties as determined by the Principal
 - Participating in activities such as parent/teacher meetings; staff meetings; camps and excursions
 - Undertaking other non-teaching supervisory duties as determined by the Principal

- The classroom teacher engages in critical reflection and inquiry in order to improve knowledge and skills to effectively engage students and improve their learning.
- As the classroom teacher gains experience his or her contribution to the school program beyond the classroom increases; participating in professional learning activities that are designed to ensure the integration of curriculum, assessment, and pedagogy across the school

Classroom teacher Range 1

The range 1 classroom teacher's primary focus is on:

- Further developing skills and competencies to become an effective classroom practitioner with structured support and guidance from teachers at higher levels.
- The planning, preparation, and teaching of programs to achieve specific student outcomes.
- Teaching a range of students/classes and are accountable for the effective delivery of their programs.
- The focus of a range 1 classroom teacher is on classroom management, subject content, and teaching practice.
- The responsibility for teaching their own classes and may also assist and participate in policy development, project teams and the organisation of co-curricular activities.

Classroom teacher Range 2

Range 2 classroom teachers play a significant role in assisting the college to improve student performance and educational outcomes determined by the strategic plan and contributing to the development and implementation of policies and priorities.

Range 2 classroom teachers will be expected to:

- Have the content knowledge and pedagogical practice to meet the diverse needs of all students
- Model exemplary classroom practice
- Provide expert advice about the content, processes and strategies that will shape individual and school professional learning
- Supervise and train one or more student teachers
- Assist staff to use student data to inform teaching approaches that enable targets related to improving student learning outcomes to be achieved.

In relation to Teaching and Learning:

- Being able to critically evaluate teaching and learning programs, curricula, practices, etc. from a Christian perspective
- Manage both the learning program and the students effectively and positively reflecting current best practice strategies
- Ensure the full range of curriculum areas is planned for and taught as set down in the Victorian curriculum and scope and sequence for each particular year level
- Competently integrate technology in the classroom where appropriate and be willing to update skills in this area
- Participate in collaborative curriculum development, review and evaluation and regular moderation and monitoring of the effectiveness of teaching and learning practices in the school
- Regularly evaluate students' achievement, through assessing their progress and needs

- Maintain effective student records:
 - Noting student and parent interactions, and other incidents on Compass
 - Developing IEPs and ILP, noting progressive adjustments for all identified students
 - Compiling a portfolio of samples of student work to justify assessment
 - Reporting student achievement and progress on Compass to students and parents through assessment tasks, both formative and summative

In relation to Students:

- Implement and support college policies and rules e.g., Uniform, SunSmart, eSmart, behaviour etc
- Pastoral care for students
- Model appropriate learning behaviour in your teaching and learning approach
- Maintain a caring, organised, and personalised classroom characterised through the development of a positive and consistent approach in setting learning goals, managing behaviours, and responses in line with the College values
- Provide opportunity and support to encourage students in reflecting on their own learning
- Diligently fulfil the college and teacher's Duty of Care responsibilities in playground supervision, classroom activities and out of school events and excursions



Teaching Staff Application Form

Position Applying For: Secondary Teacher

Section 1. Personal Details					
Given name/s:		Surname:		Title	
DOB:		Email:			
Preferred Contact Number:		Alternate Contact Number:			
Street Address:					
Where did you see the position advertised?					

Section 2. Pre-Employment Criteria					
<ul style="list-style-type: none"> Are you currently registered with the Victoria Institute of Teaching? If yes, please provide your VIT registration number: 	<table border="0"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td>Full</td> <td>Provisional</td> </tr> </table>	Yes	No	Full	Provisional
Yes	No				
Full	Provisional				
<ul style="list-style-type: none"> Are you currently a registered teacher in another state? If yes, please provide your registration number: State of registration: 	<table border="0"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td>Full</td> <td>Provisional</td> </tr> </table>	Yes	No	Full	Provisional
Yes	No				
Full	Provisional				

Section 3. Additional Details

What contribution can you make to our College from your past experiences?

Commitments you prepared to make to our College?

Section 5. References

Please provide contact details of at least three referees; two must be professional referees and one must be your current minister/pastor.

Professional Referee #1

Name:		Position Held:	
Organisation:		Phone Number:	
Professional relationship to you:			
Email:			

Professional Referee #2

Name:		Position Held:	
Organisation:		Phone Number:	
Professional relationship to you:			
Email:			

Current Pastoral/Ministerial Referee

Name:		Position Held:	
Organisation:		Phone Number:	
Professional relationship to you:			
Email:			

National Criminal History Records Check

Please be advised that all staff appointed are required to have an up-to-date NCHRC.

Section 6. Supporting Documentation

With the Teacher's Application Form please include any supporting documentation. This may include:

- Curriculum Vitae
- Birth Certificate, or other identification e.g., photocopied passports, Marriage Certificate, etc.
- Tertiary institution results transcript, degrees, diplomas, or other professional qualifications
- Character and professional references
- Details of courses completed, including Bible College. Christian Education (if necessary, attach a list showing full details)
- Any other certificates/papers showing qualifications e.g., first aid, cooking, lifesaving etc.
- A photograph of yourself.

Section 7. Declarations

I declare that all the information given in and provided with this application is true and complete to the best of my knowledge.

Name:

Date:

Signed:



Statement of Faith

Bairnsdale Christian College believes in having Christ at the center, holding all we do together and giving it purpose and reason. Our Christian culture is captured in our stories, our interactions, processes, mission, and values. Our curriculum is shaped from an understanding that this is all part of God's bigger narrative. We are revealing God in the story and showing how He shapes and guides the world we live in.

We believe the Bible to be the inspired, the only infallible, authoritative Word of God.

We believe that there is one God, eternally existent in three persons: Father, Son, and the Holy Spirit.

We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.

We believe that for the salvation of lost and sinful man, regeneration of the Holy Spirit is essential.

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.

We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.

We believe in the spiritual unity of believers in our Lord Jesus Christ.

Please sign:

On the basis of the information provided above, I hereby apply for a Teaching position. I am in full agreement with the Statement of Faith as set out.

Applicants Signature

Date