



Application Package

Learning Support Teacher

Thank you for your interest in applying for the role of Learning Support Teacher at Samford Valley Steiner School. This is an ongoing 0.8 FTE (4 days per week) position commencing in Term 2, 2024.

The aim of this Application Package is to help you understand the selection process so that you can present your best case for appointment. The basis for selection is the relative merit of each applicant in relation to the role description and the selection criteria outlined below.

Short listed applicants will be contacted by email or phone and will be required to attend a face-to-face interview. Only shortlisted applicants will be contacted.

This package is composed of information about the position, application instructions and the role description.

Please read this application package carefully before seeking further information.

Yours sincerely,

Regan Cameron

Primary School Director

Our Vision

Advancing social and cultural renewal through sound anthroposophical application.

Our Values

Samford Valley Steiner School values excellence in education based on honesty, tolerance, reverence, responsibility and hard work.

Core Principals

- SVSS values teachers' inner willingness to teach out of Steiner's human developmental picture in order to deliver a living pedagogy.
- SVSS teachers deliver a rigorous and balanced curriculum through the inclusion of the arts, movement and academics; inspired by the unique nature of the main lesson.
- Professional development in the light of anthroposophy is provided and expected to be pursued with an ongoing commitment.
- Staff and students learn through lived experiences in a beautiful and nurturing natural and built environment.
- SVSS's structure provides a stable framework through collaborative heart leadership.
- SVSS values and respects the uniqueness and dignity of each student, nurturing and supporting each individual's potential to emerge as a resilient, ethical human being.
- Clear, transparent communication which fosters warm, caring relationships and recognises individual contributions, encouraging community growth.

Qualifications

Essential qualifications:

- Queensland College of Teachers Registration

Desirable:

- Teaching experience and training in a Steiner Education setting



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- Experience and training in Education Support and/or Learning Enrichment
- First Aid

Remuneration

As per *Samford Valley Steiner School Enterprise Agreement 2022* dependant on experience and qualifications.

Please view the Enterprise Agreement which contains remuneration information on the Australian Fair Work Commission's website: Schedule A Teachers, page 74

<https://www.fwc.gov.au/document-search/view/3/aHR0cHM6Ly9zYXNyY2RhZGFwcmRhdWVhYS5ibG9iLmNvcmlzZW50ZWJwcmVlbWVudHMvMjAyMi83L0FFNTE2NTI5LnBkZg2?sid=&q=Samford%24%24valley%24%24Steiner%24%24school%24%24enterprise%24%24agreement%24%242022>

Hours of Duty

This is 0.8 FTE of 30 hours per week, over four days per week from 8am-4pm. These days are flexible dependent on the successful candidate's availability.

How to Apply

Your application should include:

1. Cover Letter

Please provide a tailored cover letter introducing yourself and explaining your interest in the position. Highlight your relevant skills, experiences, and accomplishments that make you a strong candidate for the role. The cover letter should not exceed one page.

2. Response to Selection Criteria

We kindly request for you to address the following selection criteria. Please provide detailed responses, citing specific examples from your past experiences that demonstrate how you meet each criterion. The response to selection criteria should be structured separately from your cover letter and should not exceed two pages in total.

1. *Experience with providing academic support for children with additional needs.*
2. *Ability to work effectively with students with diverse needs, including academic, emotional, behavioural, and social needs.*
3. *Ability to write IEPs, teaching programs and reports.*
4. *Research, develop or tailor programs to support students with literacy and numeracy needs.*
5. *A commitment to professional learning and a willingness to learn about Steiner education and philosophy of child development.*
6. *An ability to work collegially and a willingness to actively participate in and contribute to the cultural and festival life of the school.*
7. *Excellent communication, organizational and interpersonal skills with an ability to develop warm, professional relationships with students, parents and staff.*

3. CV/Resume

Attach your updated CV/Resume outlining your educational background, work experience, key achievements, and any relevant certifications or awards. Ensure that your CV/Resume is well-organised and easy to read. If you have a portfolio or any additional materials that showcase your work, you are welcome to include them as well. Please include the names, positions and contact numbers for two referees who can comment on your suitability for the position.



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Submission Instructions:

Please email your application in a PDF format to workwithus@samfordsteiner.qld.edu.au marked *Confidential – Learning Support Teacher*.

Closing Date

Applications close on Friday 22 April 2024.

Please note that this position may be reviewed and filled prior to the stated deadline. Therefore, we encourage interested applicants to submit their applications as soon as possible. Early submissions will not be disadvantaged and will receive equal consideration.

Contacts for Further Information

For further information please contact Regan Cameron, Primary School Director
psdirector@samfordsteiner.qld.edu.au



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Role Description

Learning Support Teacher

Area: Classes 4-8 Primary School and High School

Reports to: Primary School Director, High School Director, School Director, Learning Enrichment Coordinator

Key Role Relationship: Learning Enrichment Team, Faculty Directors, School Director, Wellbeing Officer
College of Teachers (CoT), Students, Families, Staff

Role Context:

The Samford Valley Steiner School (SVSS) has experienced considerable growth since its inception in 1987, most notably over the past six years. This growth has included a High School operating since 2006, significant capital works, an increase in both students and staff and, importantly, a change of focus from pre- and primary education to 'whole school'.

Anthroposophy and the developmental picture of the human being is the underpinning of Steiner education philosophy. The school has a Senior Leader Team consisting of the School Director, Early Childhood Director, Primary School Director, High School Director, Economic Development Manager and the Chairperson of the College of Teachers (CoT), which develops the pedagogical direction and vision from a deep understanding of Steiner's indications and child development perspective. Teachers creatively translate this vision and direction into observable and practical actions in a way which engages and develops students.

The Learning Support Teacher will work closely with the Learning Enrichment Team, Teachers and Teacher Aides to support students in the school. The Learning Enrichment Teacher must be willing to learn, engage and work from our Vision and Core Principles at Samford Valley Steiner School. <https://www.samfordsteiner.qld.edu.au/about-us/vision/>

Role Purpose:

The Learning Support Teacher will work closely with the Learning Enrichment Team, Teachers and Teacher Aides to support students in the class, through either one-on-one or small group literacy and numeracy activities. The role also requires the Learning Support Teacher to research, develop and tailor programs for students with additional academic needs. These programs will work in with the Australian Steiner Curriculum Framework and the Steiner Pedagogy. The Learning Support Teacher will support Teacher Aides through Professional Development, to meet the academic needs of students in the class (Class 4-8). Compassionate guidance and expertise will help teachers and teacher aides to support students to thrive academically and emotionally, while also collaborating with parents to ensure their success.

Key Accountabilities:

- Provide targeted academic support, in line with child development, to students with additional needs in classes 4 to 8.
- Collaborate with the Learning Enrichment Coordinator, teachers and parents to meet the academic needs of students with additional needs (this may require consultation with outside support).
- Research, develop or tailor programs to support students with literacy and numeracy needs.
- Facilitate and provide Professional Development for Teacher Aides, to support them to implement programs to meet student's academic, social/emotional needs.
- Work collaboratively with teachers to create either small group or individual programs to facilitate student's academic needs.
- Work with programs to support student academic success eg. Macqlit
- Contribute to the National Consistent Collection of Data (NCCD) process, ensuring accurate and timely reporting.

Professional Conduct and Development

- Proactively seek and participate in continuing professional development activities, including peer and mentor support and coaching, Faculty of Teacher's meetings, the festival life and all school-based in-



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service activities, in order to establish and maintain a high level of professional knowledge and expertise.

- Strengthen parent and community confidence in the School by always working within professional guidelines and responsibilities, with due consideration and awareness of issues of sensitivity and confidentiality, maintaining good rapport with parents and guardians, and with appropriate duty of care toward fellow colleagues.

Duty of Care

- Ensure the good physical and mental health and safety of children at the School through maintaining a thorough understanding of School policies and procedures (including the Social Health and Well Being Policy), as well as knowledge of and compliance with emergency and accident procedures, undertaking all actions necessary and holding a conscious awareness of real and potential safety concerns.

Compliance Responsibilities

- All staff are required to comply with all of the policies, procedures and requirements of Samford Valley Steiner School including the:
 - Code of Conduct
 - Risk management – report identified hazards that may pose a risk to employees or the public, and/or may give rise to an insurance claim, taking into consideration the risk for safety, security, vandalism, burglary/theft and fire/arson
 - Occupational health and safety – take reasonable care to protect their own health and safety and the health and safety of others in the workplace – it is a requirement to immediately report any incidents, hazards or near misses to the relevant supervisor and actively participate in hazard elimination where required.