

A PLACE WHERE
STUDENTS ARE

*Nurtured
to Thrive*



HILLS
CHRISTIAN
COMMUNITY
SCHOOL

FULL TIME TEACHING POSITION

Middle Years

PERMANENT ROLE

Application Process & Role Description



ROLE OVERVIEW

Status	Full Time Permanent Teaching Position
Commencement Date	January 2023
Area of appointment	Middle Years
Position Reporting to	Principal through Head of Secondary

Role Purpose

The Middle Years educator forms a vibrant and crucial component of the Secondary learning program. They will work within a team of educators committed to developing an engaging and integrated learning program. They will have expertise in at least two of the following learning areas:

Mathematics, Science, English, Global Perspectives (HASS), Health and PE, Christian Living.

Introduction

All members of staff of The Hills Christian Community School Inc. are expected to uphold and demonstrate personal qualities and behaviours which are consistent with the School's Statement of Aims and Objectives, and its Statement of Belief. These include:

- A personal Christian faith, which is reflected in his/her daily living
- A love of children and teaching
- Acceptance and respect for people from diverse backgrounds and viewpoints
- The ability to work co-operatively and harmoniously as part of a team
- Being supportive and encouraging to children, colleagues and parents
- Having positive relationships and open communication with the whole school community
- A positive outlook on life which enhances relationships
- A commitment to personal and professional growth
- Appropriate qualifications.



Pre-requisites

PLEASE PROVIDE A COPY WITH YOUR APPLICATION

These qualifications/certificates are required prior to commencing employment at HILLS and must be updated for the duration of employment at HILLS:-

- Current Teacher's Registration
- Working With Children Check (WWCC) Certificate. Please include SRN number on CV if applicable.
- Current Responding to Risks of Harm, Abuse & Neglect Certificate (RRHAN-EC)
- Current Driver's Licence
- Current First Aid Certificate.

HILLS requires disclosure of COVID-19 vaccination status for the purpose of health and safety requirements.

Key Selection Criteria

MUST BE ADDRESSED IN THE WRITTEN APPLICATION

- A personal Christian faith, which is reflected in your daily living and a demonstrated ability to build positive relationships with students, colleagues, and parents.
- A sound understanding of Middle School Philosophy and demonstrated understanding of how adolescents learn best.
- A sound understanding of the Australian Curriculum with a focus on contemporary pedagogical approaches to planning innovative learning experiences for Middle Years students.
- A demonstrated understanding and ability to provide differentiated and inclusive learning approaches that meet the diverse needs of students.
- A strong focus on student wellbeing, and an understanding of Restorative Practices as it applies to behaviour management within a School.
- Experience working in a collaborative team environment to plan, monitor, evaluate and report on student learning.
- A demonstrated commitment to continual personal and professional growth, and the ability to positively respond to change within a dynamic working environment.





KEY RESULTS AREA (KRA)

As related to the AITSL standards

1. Know students and how they learn

- Structure sequential, high quality learning programs that are responsive to the learning needs of students.
- Use teaching strategies based on knowledge of students' physical, social and intellectual development and characteristics to improve student learning.

2. Know the content and how to teach it

- Apply knowledge of the Australian Curriculum learning area content, and effective teaching strategies to develop engaging learning activities.
- Develop opportunities for the successful integration of digital technologies, as well as the natural environment for student learning as appropriate.

3. Plan for and implement effective teaching and learning

- Plan and implement a well-structured learning and teaching programs that engage students and promote the learning and application of knowledge within their subject areas.

4. Create and maintain a supportive and safe learning environment

- Establish and implement inclusive and positive interactions to engage and support all students in classroom activities.
- Manage challenging behaviour by establishing and negotiating clear expectations with students, responding to wellbeing issues or behavioural concerns in accordance with Restorative Principles and the school's Behaviour Management Policy.

5. Assess, provide feedback and report on student learning

- Develop select and use informal and formal, diagnostic, formative and summative assessment strategies to assess student learning.
- Use student assessment data to analyse and evaluate student understanding of learning, and identify interventions and modifications to your teaching practice to improve student achievement.



6. Engage in professional learning

- Participate in professional learning in consultation with the appropriate Head of School to update knowledge and practice.

7. Engage professionally with colleagues, parents/caregivers and the community

- Implement professional and respectful dialogue with staff, students, and parents/caregivers in all areas.





HOW TO APPLY

Guidelines for Preparing the Application

The written application must include the following:

1. A **brief covering letter** (no more than one A4 page).
2. A **two page** (maximum) **document** responding to the **Key Selection Criteria** outlined in this document.
3. Your **Curriculum Vitae** covering:
 - Full name, home address, confidential email address, mobile and phone contact details
 - Nationality and citizenship
 - Positions held, dates, scope of responsibilities and key achievements
 - Qualifications
 - Any other relevant information, such as relevant memberships, involvement in professional and community activities and organisations
 - Two professional referees and one personal referee who can comment about your Christian faith and character.
4. Copies of the relevant **qualifications/certificates** as outlined in the **Role Overview**.
 - Current Teacher's Registration
 - Working With Children Check (WWCC) Certificate
 - Current Responding to Risks of Harm, Abuse & Neglect Certificate (RRHAN-EC)
 - Current Driver's Licence
 - Disclosure of COVID-19 vaccination status
 - Current First Aid Certificate

Applications to be marked Confidential and emailed to the Principal's Assistant, Kirby Toma or mailed to Mr Tony Fielke , Hills Christian Community School, PO Box 120, Verdun SA 5245 by **C.O.B. Monday, 19th September**.

Email Address: ktoma@hccs.sa.edu.au

A short-listing process will take place after applications close and interviews will be held soon after. If there are any questions regarding the position or the application process, please contact the Principal's Assistant, Kirby Toma on ktoma@hccs.sa.edu.au or phone **08 8388 7811**.



Selection Process

The selection panel regards the selection process as a confidential two-way communication process involving applicants and the panel.

The selection panel reserves the right to contact relevant referees contained in the application form and any who have not been nominated by the applicant. Applications that are incomplete, or do not address the matters listed above, may not be considered further.

Applicants will be selected for interview by the selection panel based on assessment of their written application.

Applicants should be aware that interviews will be conducted at the Hills Christian Community School on dates to be determined by the selection panel. Interviews with interstate applicants may be conducted via video call.

The respective merits of each of the applicants will be assessed against the Pre-requisites and the Key Selection Criteria. The panel will use the Selection Criteria to assess each applicant's written application, responses to questions asked at the interview, and performance on any other task which may form part of the selection process.

The selection process will be conducted by the selection panel with complete confidentiality.

Applicants should note that they may be required to undergo medical and/or psychological assessment prior to being appointed to the position.





MIDDLE YEARS AT HILLS

A Place of Inspired Learners

Our unique, open planned and innovative Middle School provides an environment that encourages excellence at a crucial stage in a student's educational journey. Students are introduced to the world of Secondary School carefully and intentionally.

Our Middle School educators focus on collaborative and team teaching where they explore and continually improve their pedagogy, as well as offer different teaching styles to better engage our diverse learners. Students have greater access to educators by being in the one centre with educators on hand for help.

Our Middle School offers open plan and modern learning environments where students are able to have more control over their physical space to help them achieve their learning needs as well as access to the Secondary School specialist classrooms.

The educators are privileged to be a part of such an important time in a student's learning journey. They develop strong relationships with the students and provide guidance as they prepare to move into their future pathway in the senior years. Our educators along with the support from our well-being staff understand the nature of the adolescent years and are prepared to assist the students in utilising their individual attributes, foster their values and equip them with lifelong skills.

We ensure that students aspire and strive to achieve the greatest possible choice of futures through an experience of excellence in pedagogy and pastoral care.

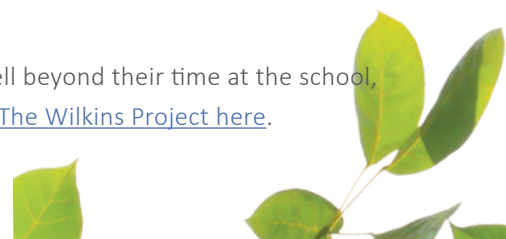
The Wilkins Project

The Wilkins Project is an authentic project-based learning methodology that was developed to meet the needs of all HILLS students in Years 7 to 10. Recognising that the first years of secondary schooling mark a significant time in an adolescent's development, we have created a programme that allows time for exploration of personal interests, and enables the growth of self-identity.

The programme provides students with an engaging transition to secondary schooling and makes learning more purposeful and relevant. Through careful planning, educators look to develop the whole student, and strengthen their capabilities as outlined by the Australian Curriculum.

By offering a range of choices we give students the opportunity to use and discover their God-given strengths, passions and interests, whilst gaining a sense of achievement, as they look to develop solutions to authentic problems.

The Wilkins Project ignites a love for learning that will stay with students well beyond their time at the school, and develop them into life-long learners. [You can find more information on The Wilkins Project here.](#)





ABOUT HILLS

Planted in Christ | Growing with Nature | Nurtured to Thrive

Planted in Christ

Develop a personal understanding and application of the Christian Faith, while assisting each student to discover and develop their God given strengths and gifts.

Growing with Nature

Conserve and support a sustainable learning environment, understanding and utilising nature to enrich student wellbeing.

Nurtured to Thrive

Develop a caring school community that respects diversity and values fellowship by celebrating each student, their gifts and their contribution.

Our Mission

Our mission is to help children learn and grow to achieve their potential through:

- Acknowledging that Jesus Christ and his teachings are central to the purposes of this school
- Assisting each student to discover and develop their strengths and gifts
- Developing a caring school community that respects diversity and values fellowship
- Assisting students in developing a personal understanding and application of the Christian faith
- Providing a foundation upon which students can develop discernment, wisdom and leadership qualities
- Preparing students for on-going learning and fulfilling lives in a world of rapid change
- Fostering the development of positive relationships and interpersonal skills
- Valuing each student and their gifts and contribution.

Governance and School Structure

HILLS is governed by a School Board whose role is to serve God by upholding the Christian values and the Constitution of the Association on which the school has been established.

The HILLS Executive Leadership Team works collaboratively to implement and oversee the vision and values of the school. The Executive Leadership Team consists of the Principal, Head of Primary, Head of Secondary, Business Manager, ELC Director, Assistant Head of Primary, Director of Teaching and Learning and Director of Christian Faith.





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CHRIST | NATURE | NURTURE

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