

Position Description

Position title	Generalist Teacher
Program/Unit	MacKillop Education, Caulfield Campus
Classification	According to VCEMEA
Position reports to	Principal

Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies – the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers – we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, New South Wales and Western Australia.

MacKillop has almost 1,500 staff, operating out of more than 50 sites, and has forecast annual revenue for the 2022/23 financial year of over \$213 million.

Like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

MacKillop is deeply committed to promoting diversity. Our diversity encompasses differences in race or ethnicity, gender identity, gender expression, intersex status, sexual orientation, language, age, religion, socio-economic status, relationship status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity makes us more creative, flexible, accessible and productive.

Our purpose

MacKillop Family Services continues our founders' passionate commitment to social justice – to work for the rights of children, young people and families to be safe, to learn, feel nurtured and connected to culture. We provide high quality services to promote healing from trauma and loss, and to enable hopeful futures.

MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our vision

Children, young people and families are welcomed and supported by MacKillop to be empowered and thrive.

Our values

We commit to the following five foundational values which we continue to embed in the culture of our organisation and practice:

JUSTICE. We believe in the right of all people to experience respect and to have access to quality services irrespective of sex, race, ethnicity, culture, language, religion, marital status, disability, sexuality or age. We advocate for inclusiveness and social justice in the wider community and commit to these principles across our organisation and all services we provide. ***We believe in the right of all people to be treated justly and fairly.***

HOPE. We commit to creating positive and hopeful relationships where people find meaning in their experiences and relationships and are able to learn, explore their strengths and create possibilities for growth and change. ***We seek to foster hope that assists people to find meaning.***

COLLABORATION. In our work with individuals, families and other organisations and groups, we commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment. ***We commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment.***

COMPASSION. Compassion is an attitude of the heart, an expression of our shared humanity and a deep desire to alleviate another's suffering. We commit to creating an attitude of openness to others and to their circumstances. ***We seek to foster compassion, an attitude of the heart and a response to exclusion and suffering.***

RESPECT. We value ourselves and other people, the earth and all creation. We seek to listen and learn from each other and build relationships with respect, being proud of what we hold in common and with understanding and tolerance of our differences. ***We seek to act with respect with regard to each other, the earth and all creation.***

Our Sanctuary Commitment

Our values are brought to life through our commitment to the Sanctuary Model. Sanctuary is an evidence-supported, whole-of-organisation framework that guides how we practice as an agency. Sanctuary enables a shared language, knowledge, and response to the impact of trauma and loss on all of us.

Our seven Sanctuary Commitments are as follows:

- Non-Violence - Mean what you say and don't be mean when you say it
- Emotional Intelligence - Look out for yours and other people's feelings
- Social Learning - We all learn from, and teach each other
- Democracy - Everyone is heard
- Open Communication - Be honest and share information
- Social Responsibility - We all help each other ... It takes a village to raise a child
- Growth and Change - Open to new ideas and ways of thinking

Position purpose

This position is situated within MacKillop Education.

The Position Title will be Generalist Teacher and will be based at MacKillop Education Caulfield Campus. This position may be a Classroom teaching role or a 1:1 teaching role.

Primary objectives

The appointed teacher will assume responsibilities for one class or work on a one to one basis with students.

Key result areas and responsibilities

- Model a commitment to Child Safety, unconditional positive regard and trauma informed practice at all times
- Develop education programs for a range of students, following a rigorous assessment of their initial and ongoing educational needs
- Work collaboratively in the development of the primary curriculum which is focussed on enhancing learning outcomes in all areas of the curriculum
- Set and demonstrate high expectations for student learning and education outcomes. through the development of Individual Education and Safety Plans
- Support the Team to enhance capacity and implement systems and processes related to learning and wellbeing (Education and Safety Plans, Critical Incident Response, Behaviour Support, Re-Engagement, Restorative and Positive Behaviours)
- Provide regular informal and formal feedback to family/carers, Care Teams, school and network staff on the progress of each student.
- Support the development of transition and safety plans that cater for the learning needs of individual students
- Participate in appropriate professional development opportunities and annual performance reviews and constructively participate in supervision
- Maintain records of class attendance, records of student progress and information required for funding and reporting
- Maintain appropriate student files and case records to the level specified in MacKillop Family Services policies
- Maintain a high standard of student support consistent with policy.
- Be available for excursions and student camps.
- Contribute to the development of MacKillop Education Services.
- Undertake other duties and responsibilities as required.

Key selection criteria

The incumbent will have:

- A knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people, and their families.
- A four-year teaching qualification or equivalent and eligibility for Victorian Institute of Teaching (VIT) registration
- Demonstrated understanding of and experience in implementing highly aspirational initiatives in student learning, informed by the Victorian Curriculum

- Experience in the design, delivery and assessment of programs that cater for the diverse and complex needs of individual learners, and engage students who have a range of learning difficulties and challenging behaviours
- Demonstrated capacity to work collaboratively and creatively with colleagues to improve the quality of programs and enhance student outcomes
- Demonstrated high-level written and verbal communication skills and high-level interpersonal skills, including a capacity to develop positive relationships with students, parents, caregivers, staff, and external agencies
- Evidence of personal values consistent with the values of MacKillop Family Services including a willingness to embrace the ReLATE Education Model and Sanctuary Commitments.

Other information

The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's P.8 People and Workplace Policy.
- Observe and fulfil health and safety responsibilities as contained within 'WHS-P-001 Responsibility Statements' document.
- Attend mandatory and other training as required.
- Actively participate in MacKillop's Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the Sanctuary Framework.
- Incorporate cultural safety into your practice with Aboriginal families.

The incumbent must possess a:

- Valid and current Driver's Licence.
- Valid and current Working with Children Card.
- Valid and current NDIS Worker Check (for NDIS risk assessed roles).
- Satisfactory criminal history check conducted by MacKillop Family Services.

Approval

Director or General Manager's full name:	Anne Henderson	Date:	30/11/2022
Director or General Manager's position title:	Executive Principal		
Incumbent's full name:			
Incumbent's signature:		Date:	



MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.



MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Every person at MacKillop has the right to be safe and to be treated justly. We value every person's cultural or linguistic background, ethnicity, sexual orientation, gender identity, gender expressions, intersex status, relationship status, religion or spiritual beliefs, socio-economic status and age.