

JOB DESCRIPTION & PERSON SPECIFICATION

7-12 Classroom Teacher

College Department:	Middle and Senior School
Position Title:	7-12 Classroom Teacher
Position Classification:	Various FTE Teaching Roles
Tenure:	Contract & Permanent Positions available, commencing January 2027

JOB DESCRIPTION

1. Summary of the broad purpose of the job in relation to the College's goals.

- Assist the Principal and other College staff in fulfilling the aims and purposes of Tatachilla Lutheran College, and to support and maintain the philosophy and ethos of the College; "Teaching the Love of Christ for a fulfilling life which values self worth pursues excellence and serves others."
- Model service as shown to us by our Lord and Saviour Jesus Christ;
- Work in a team with Year Level Coordinator(s) and other staff in supporting the individual needs of students;
- To deliver curriculum that suits the learning needs of students with a range of learning styles and abilities; and
- Be guided by the College Pastor in spiritual matters.

2. Reporting / Working Relationships

The 7-12 Classroom Teacher reports to the Principal through the R-12 Director of Teaching and Learning.

3. Special Conditions

A 20 week probation period applies for Permanent positions, as per the Lutheran Schools Enterprise Agreement.

4. Extent of Authority

The Classroom Teacher will:

- (a) assist the Principal in fulfilling the aims and purposes of Tatachilla Lutheran College, supporting the philosophy and ethos of the College; and
- (b) accept the delegated responsibility and authority vested by the Principal.

5. Statement of Key Outcomes & Associated Activities

General

1. embed the core Lutheran Education Australia (LEA) values: love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation;
2. be committed to undertaking out-of-hours activities related to promotional and educational aspects of the College, and carry out all duties in a spirit of Christian compassion; and
3. perform such other duties as the Principal may assign from time to time

Specific Responsibilities

4. provide challenging, dynamic instruction that actively engages students and promotes their joy of learning, that is concurrent with age appropriate methodologies and learning styles;
5. develop students' academic abilities through a diverse, differentiated and integrated curriculum that meets the needs of students and participation in co-curricular programs;
6. strengthen students' faith development through participation in devotion/worship and teaching Christian Studies within the curriculum (as required);
7. encourage and assist students to develop attitudes, values and relationships that are consistent with the Christian Faith through the good example of peers and staff and by their involvement in programs of pastoral care and counselling;
8. encourage and assist students to pursue individual and school excellence by following positive role models and having a commitment to College activities;
9. develop students' initiative and enhance self-esteem and worth by accepting opportunities for responsible leadership and decision making;
10. monitor, evaluate, record and report on the learning process of individual students by effectively using the established assessment and reporting processes;
11. participate in co-curricular and extra-curricular activities as required;
12. be involved in the Professional Development Program of the College and display a commitment to continuous self-evaluation and lifelong learning;
13. assume Home Class and Yard Duties as required;
14. work collaboratively with others within Pastoral Care (Year Level Coordinator, Counsellor, Pastor, Youth Worker and others) for the development and welfare of students, including the implementation of effective behaviour support strategies;
15. ensure compliance with OHSW policies and procedures;
16. be up to date with and promote the various policies of the College;
17. attend all staff meetings and other appropriate committee meetings as negotiated with or directed by the Principal or Head of School; and
18. work in a collaborative way with other staff members teaching within the sub-school.

PERSON SPECIFICATION

1. Educational / Vocational Qualifications

- A registered teacher in SA or an ability to obtain SA teacher registration prior to the commencement of duties with demonstrated competence in the management of teaching and learning in the classroom.
- Hold tertiary qualifications for the relevant teaching area.
- Accredited, or seeking to be accredited as a teacher within Lutheran Education Australia.
- Working with Children Check (WWCC), RRHAN-EC, First Aid and successful completion of TLC Applicant Declaration form.

2. Personal Skills, Abilities & Aptitude

- Display a commitment and enthusiasm for teaching students;
- Show a willingness to support and promote the Christian ethos of the School;
- Have an ability to work in a team environment; working collaboratively with colleagues;
- Be able to communicate effectively and work with staff, students and parents; and
- Serve the wider goals of the school community and that of their own in developing a professional learning community.

3. Knowledge and Experience

- Current pedagogical practices relevant to the sub-school;
- Demonstrated ability to relate effectively to a diverse range of staff and students;
- An understanding of the Framework for Lutheran Schools and its application to ministry and care;
- Demonstrate experience and success in effective teaching, learning and assessment practices within the relevant year level(s).
- Demonstrate sound pedagogical skills through the use of student centred and inclusive learning methodologies and assessment tasks that meet the needs of all students, particularly those with special needs.
- Competent usage and application of ICT within the classroom and teaching administrative duties and record keeping.
- Classroom organisation and behaviour support strategies appropriate to age level.

4. Classification Level

The position of 7-12 Classroom Teacher is classified in line with the experience of the incumbent as per the terms of the 2024 SA Lutheran Schools Enterprise Agreement.

5. Performance Standards & Review

An annual Performance Review is undertaken with the R-12 Director of Teaching and Learning

to determine the capacity to meet the demands of the role, where additional skills training is required and what level of job satisfaction is being obtained.

6. Workplace Health & Safety

The objective of the Work Health and Safety Act 2012 is to prevent a person's death, injury or illness caused by a workplace, by a relevant workplace area, by work activities, or by plant or substances for use at a workplace. To meet this objective, exposure to the risk of death, injury or illness must be prevented or minimised. To achieve this, the Act establishes a framework by imposing WHS obligations on certain persons who may affect the health and safety of others. Staff of Tatachilla Lutheran College are accountable for the day-to-day control of their respective operations. In addition to the mandatory duties imposed by the statutory requirements, staff have specific duties within the College's Work Health and Safety Management System as part of a broader Risk Management Framework. The Executive Team has the major responsibility for establishing safety policies and procedures however, these must reach staff on the job.

7. Equal Employment Opportunity

Equity principles underpin all College policies and procedures. The College is committed to Equal Employment Opportunity principles and values cultural diversity and recognises that all its employees have a contribution to make in ensuring an equitable and harmonious working environment.

8. Selection Criteria

- **SC1** Evidence of active involvement in a Christian denomination and/or ability to support the Christian ethos of the College, including worship and devotional life;
- **SC2** Demonstrated personal and interpersonal skills that strengthen effective partnerships with parents and staff;
- **SC3** Demonstrated ability to develop warm, caring relationships with students while maintaining a positive, focused learning environment. An understanding of the particular needs of students and demonstrated skills in meeting these needs in the context of the classroom and in pastoral care;
- **SC4** Demonstrated use of a range of effective learning strategies to ensure the needs of all students' needs in the classroom is met. Evidence of a personal commitment to continuous self-evaluation and lifelong learning;
- **SC5** Demonstrated skills in and understanding of the development and implementation of integrated units of work; including the use of documented planning assessment procedures to ensure high standards of learning occur;
- **SC6** Demonstrated skills needed to support the College's co-curricular and extra-curricular program; and
- **SC7** Demonstrated levels of confidence, flexibility, initiative, perseverance and resourcefulness necessary to contribute to a professional learning community which values teamwork and teacher leadership.



APPLICATION PROCESS

Applicants with sufficient skills and experience are required to:

1. Write a cover letter of up to two pages, addressing the selection criteria;
2. Include a curriculum vitae; and
3. List three referees, one being a pastoral referee.

Applications that do not meet the above requirements will not be considered.

Applications should be addressed to the Human Resources, Tatachilla Lutheran College and sent electronically to jobs@tatachilla.sa.edu.au

Applications close on **9am, 14 September 2026**