



EDMUND RICE EDUCATION
AUSTRALIA



South East Flexi Schools Network

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Position Description: Specialist Teacher

ROLE TITLE	Specialist Teacher
LOCATION	St Joseph's Flexible Learning Centre – North Melbourne Campus
NETWORK	South East Flexi Schools Network, Youth+, Edmund Rice Education Australia
SALARY OR AWARD	Victorian Catholic Education Multi Enterprise Agreement 2013
EMPLOYMENT STATUS	Full Time, Fixed Term to end of 2020
COMMENCEMENT	Term 4, 2019 or Term 1 2020
CONTACT	Daniel Brown, Teaching and Learning Manager
PHONE/EMAIL	0427 888 219 or email dan.brown@youthplus.edu.au
JOB REFERENCE NO.	SJFLC/08/ST
CLOSING DATE	5:00pm Friday, 13 th September 2019

Aboriginal and Torres Strait Islander people are encouraged to apply

Foundation Statement

Youth+ seeks to respond to the needs of young people disenfranchised and disengaged from education through the provision of a safe place that provides an opportunity for them to re-engage in a suitable, flexible learning environment.

Flexible Learning Centres seek to build honest and authentic relationships with young people, their families and communities, through valuing, supporting and celebrating the uniqueness and dignity of each person.

Youth+ Flexible Learning Centres are guided by the vision of Edmund Rice, and the empowering service of education, so that young people may achieve personal and community liberation through educational experiences that enable transformation.

Background

Youth+ is an initiative of Edmund Rice Education Australia. Youth+ services including Flexible Learning Centres (FLCs), offer a full-time and multiyear secondary education and social inclusion program for young people who have disengaged from mainstream structures. Young people may express a broad range of complex education and social needs and the Youth+ services respond with a variety of flexible and innovative social inclusion and learning experiences.

Youth + services provide young people with a varied and holistic set of learning experiences, supporting them to identify and pursue an individual transition to adulthood, employment, further education and training, and social connectedness.

Indigenous and non-indigenous young people who attend are usually disengaged from mainstream education for a range of reasons that may include those:

- who have had contact with the juvenile justice system;

- in the care of the Office of Children and Families;
- with a history of trauma;
- with a history of extended periods of unexplained absences;
- who are highly mobile;
- with mental illness or at risk of engaging in self-harming behaviours or substance abuse;
- who have been excluded or repeatedly suspended from school;
- who are homeless;
- who are young parents;
- with a generational history of early school leaving; and/ or
- with a generational history of unemployment.

See www.youthplus.edu.au - Publications for further information.

Principles of Operation

The four principles of operation that all Flexible Learning Centres operate under are Respect, Participation, Safe and Legal and Honesty.

This framework is a significant point of difference from mainstream schooling. The principles establish a “common ground” among staff, young people and families where the means to resolve conflict, negotiate learning, recognise rights and responsibilities are modelled and explored, both within the group and individually.

A primary responsibility for this role is to maintain fidelity to Operation by Principle and the best practice guidelines as articulated in the Youth+ Foundation and FLC Occasional Papers (available on the website at http://mail.erefic.org.au/docs/occasional_paper_series_booklet.pdf).

EREA Charter and Touchstones

Edmund Rice schools strive to offer a liberating education, based on a gospel spirituality, within an inclusive community committed to justice and solidarity. The Charter describes our distinct identity as Edmund Rice schools and provides a practical expression of this identity. The Charter uses four touchstones to describe the culture of a Catholic school in the Edmund Rice tradition. These touchstones give us ideals authentically linked with the Charism which underpins the ministry in our schools and educational endeavours. They help us set our direction and define our goals as, following Edmund Rice’s vision, we continue to reflect and to seek to make the Gospel a living reality in our communities. The Charter and Touchstones can be accessed from the EREA website: <https://secure.erea.edu.au/Publications/EREA-Charter/docs/EREA-Charter.pdf>

Primary Role

This position is based at the North Melbourne Campus of St Joseph’s Flexible Learning Centre and reports to the Program Director – Victorian Curriculum. The role will collaborate with other teachers and youth workers to support young people diagnosed with an Autism Spectrum Disorder (ASD) or other disability to engage with education programmes and other school related activities.

Duties and Responsibilities

Typical duties and responsibilities include, but are not restricted to:

1. Collaborating and consulting with all stakeholders in the development and implementation of Personalised Learning Plans (PLPs) for each young person;
2. Ensuring that learning goals are in accordance with the Victorian Curriculum;
3. Collaborating with other teachers and youth workers to plan for and implement an educational program that engages young people and offers a range of learning choices including:
 - Integrated and applied learning;
 - Supported literacy and numeracy development with appropriate learning adjustments; and
 - Development of PLPs in collaboration with young people and youth workers.
4. Participation in school programs to ensure that young people are supported in their wellbeing and are included in all learning opportunities by:
 - Consistently role modelling Operation by Principles and the best practice guidelines as articulated in the SEN Youth+ Practice Framework;
 - Collaborating with the team to support a socially inclusive program that responds to the physical, intellectual, social, spiritual and cultural needs of young people with a diagnosis of ASD;
 - Supporting and developing cultural links with the community and making family connections which support the engagement and connection of young people to learning and the wider community;
 - Participating in the daily routines and activities of the school e.g. morning meetings, lunch breaks, bus pick up and drop offs, electives, outings, and camps;
 - Offering electives to support engagement when required; and
 - Building connections with families/carers to support learning outcomes for each young person.
5. Working in a multidisciplinary practice by:
 - Participating in professional supervision;
 - Participating in daily and weekly staff meetings, and whole team reflective practice sessions;
 - Operating within the context of Youth+ Policies and Procedures; and
 - Participating in professional development that is relevant to the work of the FLC.
6. Supporting child protection procedures in accordance with policy by:
 - Abiding by Youth+ Child Protection policies and procedures including child safety and mandatory reporting;
 - Consulting with the Network Principal, Program Directors or other school leaders to provide a supportive service to staff and young people to deal with issues of child protection; and
 - Providing a referral point for young people to access appropriate support services as required.

7. Maintaining the school's administrative responsibilities by:
 - Ensuring that appropriate records are maintained such as young person notes and reports as required;
 - Maintaining student data, such as young person attendance and academic progress; and
 - Participating in Student Support Group and care team meetings where required.
8. Participating in other identified duties specific to the role such as:
 - Carrying out duties and tasks that may be reasonably assigned by the Network Principal or school leadership from time to time;
 - Implementing self-care strategies and accessing the organisational staff supports wherever needed.

Applications

Please forward applications to southeastrecruitment@youthplus.edu.au by **5:00pm, Friday 13th September 2019**. Please include:

- A letter of introduction and a response to the Selection Criteria (listed below)
- A current resume outlining previous experience and skills (including Teachers Registration details)
- Two referees (including contact details). Please include a referee from current or most recent place of employment.

For further information contact Daniel Brown on 0427 888 219 or Daniel.brown@youthplus.edu.au

Youth+ supports the rights of children and young people and is committed to providing a safe and supportive environment directed at ensuring their safety and wellbeing. All applicants for these positions will be subject to EREA screening procedures.

Selection Criteria

Key selection criteria related to the role are:

1. Qualifications and/or experience working with young people with diverse and complex backgrounds, particularly with students who are on the Autism Spectrum, who may have an intellectual disability and/or challenging behaviours.
2. Understanding of, or willingness to acquire an understanding of, working under the four principles of operation: Respect, Safe and Legal, Honesty and Participation.
3. Experience in developing Personal Learning Plans and curriculum with suitable learning adjustments for young people on the Autism Spectrum or other related disability is preferred.
4. Demonstrated high levels of ability in developing and implementing a range of flexible learning choices which meet the diverse characteristics, needs and learning preferences of young people who have been disenfranchised from education. Knowledge, or ability to acquire knowledge, of the Victorian Curriculum and/or Victorian Certificate of Applied Learning is required.

5. Highly developed interpersonal skills in the context of relating to work colleagues, young people and parents in a cross-cultural environment. In particular, demonstrated success in building relationships with disenfranchised young people.
6. Current registration or eligibility for registration with the Victorian Institute of Teaching.

General Edmund Rice Education Australia Information Collection Notice – Youth + Flexible Learning Centre Job Applicants

This Youth+ Flexible Learning Centre is part of Edmund Rice Education Australia (EREA), which is an organization consisting of schools, entities and offices offering a Catholic education in the tradition of Blessed Edmund Rice.

1. The Flexible Learning Centre collects personal information, including sensitive information about job applicants. This includes information provided in your job application, in the course of conversation or as collected from third parties on your behalf, such as employment referees. The primary purpose of collecting this information is to enable the Centre to consider your application for employment with the Centre.
2. Some of the information the Centre collects is to satisfy the Centre's legal obligations, particularly to enable the Centre to discharge its duty of care to enrolled students.
3. Laws governing or relating to the operation of a school require certain information to be collected and disclosed. These include relevant Education Acts and Public Health and Child Protection laws.
4. In order to consider your application for employment and to facilitate and manage your employment relationship with the Centre, you consent to our collecting personal information about you from recruitment agencies, law enforcement agencies for criminal checks and working with children checks, educational institutions to verify your qualifications, and other individuals or businesses we contact for the purpose of reference-checking as agreed with you.
5. The personal information that is collected about you will be stored securely in a recruitment record. If you are successful and become an employee then an employee record will be created and the personal information we have collected will be stored in this file. Employee records are exempt from the Australian Privacy Principles (APPs) under the Privacy Act 1988.
6. If you are not offered a position or if you decline an offer of a position at the Centre the information stored in your recruitment record will be stored for 12 months, unless you advise us to destroy the records at an earlier time. At this time, the Centre will take reasonable steps to destroy or de-identify the information as appropriate.
7. The Centre may disclose personal and sensitive information for administrative, educational and support purposes (or may permit the information to be directly collected by third parties). This may include to:
 - government departments;
 - people providing administrative and financial services to the Centre;
 - anyone you authorise the Centre to disclose information to; and
 - anyone to whom the Centre is required or authorised to disclose the information to by law, including under child protection laws.
8. Failure to provide the information to the Centre will affect the Centre's ability to evaluate your application and may result in the recruitment process not proceeding.
9. The Centre may also use cloud computing service providers to store personal information (which may include sensitive information) on their servers in the 'cloud'. These servers may be located in or outside Australia. This may mean that personal information may be stored or processed outside Australia.
10. EREA's Privacy Policy contains further information about its use of cloud and other third-party service providers.
11. EREA's Privacy Policy is accessible via the Centre website or from the Centre office. The Policy sets out how job applicants and employees may seek access to, and correction of their personal information which the Centre has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others or may result in a breach of the Centre's duty of care obligations. Any refusal will be notified in writing with reasons if appropriate.
12. EREA's Privacy Policy also sets out how job applicants and employees can make a complaint about a breach of the APPs and how the complaint will be handled.
13. If you provide the Centre with the personal information of others, such as other employment referees, doctors or emergency contacts, we encourage you to inform them you are disclosing that information to the Centre and why, that they can request access to and correction of that information if they wish and to also refer them to EREA's Privacy Policy for further detail about such requests and how the Centre otherwise handles personal information it collects and complaints it receives.

