



EDMUND RICE EDUCATION  
AUSTRALIA

# Youth+

## Eastern Flexi Schools Network

PO Box 307  
Fairy Meadow, NSW 2519  
PH: 0427 455 964  
Web: [www.youthplus.edu.au](http://www.youthplus.edu.au)  
ABN: 96 372 268 340

### Position Description: Teacher

<b>ROLE TITLE</b>	Teacher
<b>LOCATION</b>	<b>Pambula Beach Flexible Learning Centre</b>
<b>NETWORK</b>	Eastern Flexible Schools Network, Youth+, Edmund Rice Education Australia
<b>SALARY OR AWARD</b>	NSW Catholic Independent Schools (Teachers – Model B) Multi-Enterprise Agreement 2017
<b>EMPLOYMENT STATUS</b>	Continuing Full Time / Part-time (negotiable)
<b>COMMENCEMENT</b>	Term 1, 2020, or, as soon as possible (to be negotiated)
<b>CONTACT</b>	Ivan Mahoney, Network Principal – Eastern Flexi Schools Network (NSW)
<b>PHONE/EMAIL</b>	0409 955 001 or <a href="mailto:southeastrecruitment@youthplus.edu.au">southeastrecruitment@youthplus.edu.au</a>
<b>JOB REFERENCE NO.</b>	PBFLC/T/0220
<b>CLOSING DATE</b>	<b>5:00pm – Friday, 28 February, 2020</b>

**Aboriginal and Torres Strait Islander people are encouraged to apply**

### Background

Youth+ is an initiative of Edmund Rice Education Australia. Youth+ services include Flexible Learning Centres (FLCs) which offer a full-time and multiyear secondary education and social inclusion program for young people who are disenfranchised and disengaged from mainstream education. Young people enrolled with Youth+ may present with a broad range of complex education and social needs that Youth+ services respond to through 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 that support them in identifying and pursuing an individual transition to adulthood, employment, further education and training, and social connectedness.

Students who attend include indigenous and non-indigenous young people that are disengaged from mainstream education for a variety of reasons including:

- Those who have had contact with the juvenile justice system;
- Those who reside in Out of Home Care (OoHC);
- Those with a history of trauma;
- Those with a history of extended periods of unexplained absences;
- Those who are highly mobile;
- Those with mental illness or at risk of engaging in self-harming behaviours or substance abuse;
- Those who have been excluded or repeatedly suspended from school;
- Those who are homeless;
- Those who are young parents;
- Those with a generational history of early school leaving; and,
- Those with a generational history of unemployment.

See [www.youthplus.edu.au](http://www.youthplus.edu.au) for further information.

All Teaching positions report to the Head of Campus and Network Principal. The key role of this position is to develop and maintain learning and social inclusion responses for the campus and support young person's engagement in learning.

This position works collaboratively with other Teachers, Youth Workers, and school leadership. The successful candidate is required to be registered with the NSW Education Standards Authority (NESA).

## Qualifications

- Teachers must have and maintain registration with the NSW Education Standards Authority (NESA);
- A positive NSW Working with Children Check (WWCC).

## Skills and Knowledge

- Ability to analyse complex situations and implement appropriate strategies to enhance the professional practice of Teaching and Non-Teaching staff;
- Demonstrated capacity to work effectively in a challenging and unpredictable environment;
- Demonstrated capacity to work effectively and collaboratively as a member of a multidisciplinary team; and,
- Establish and maintain professional relationships with all stakeholders.

## Duties and Responsibilities

Typical duties and responsibilities include but are not restricted to:

### 1. Teachers must develop and implement learning choices (curriculum) that support the individual learning plans of each young person

In collaboration with Youth Workers, Teachers must plan and implement an educational program that engages young people and offers a range of learning choices including:

- Inquiry/project based learning programs;
- Accredited learning opportunities e.g. VET subjects;
- The support of literacy development;
- Embed indigenous cultural perspectives within learning programs;
- Advance both experiential learning and entrepreneurial experiences; and,
- Develop individual learning plans in collaboration with young people and Youth Workers.

### 2. Develop and coordinate external support networks

- Liaise and develop service referral and provision with government and non-government agencies at appropriate levels to support the physical and mental health and wellbeing needs of young people;
- Support young people to access support services e.g. counselling, health support, and community activities; and,
- Work collaboratively with the team to support and develop cultural links and community and family connections that support the engagement and connection of young people to learning and the wider community.

### **3. Participate in program provision to ensure wellbeing in an inclusive learning environment**

- Maintain fidelity to and role model Operation by Principles and the best practice guidelines as articulated in the South East Network Youth+ Practice Framework;
- Collaborate with the team and conduct a range of assessments with young people to create a socially inclusive program that responds to the physical, intellectual, social, spiritual, and cultural needs of young people;
- Participate in the daily routines and activities of the FLC e.g. morning meetings, lunch, electives, excursions, and camps;
- Participate in a range of programs/activities during the school holidays to maintain connections for vulnerable young people;
- Support Teachers with program provision with a focus on health, wellbeing, and engagement within the FLC;
- Work collaboratively with the team to ensure program provision is culturally appropriate; and,
- Work collaboratively with the team to develop community and family connections that support the engagement and connection of young people to learning and the wider community.

### **4. Team participation/multidisciplinary practice**

- Within the partnership model facilitate young people's engagement in learning;
- Participate in professional supervision; and,
- Participate in daily and weekly staff meetings and whole team reflective practice sessions.

### **5. Support child protection procedures according to policy**

- In consultation with the Head of Campus and/or Network Principal provide a support service to staff and young people dealing with child protection issues; and,
- Provide a referral point for young people to access support services as indicated.

### **6. Administrative responsibilities**

- Maintain appropriate records and prepare reports as required including court support letters and comments for end of semester School Reports;
- Update and maintain electronic school database records documenting essential young people and family information;
- Support the development of personal learning plans, safety and support plans, and engagement plans;
- Participate in care team meetings where required; and,
- Other administrative tasks that support class functions such as Daily Activity Intention forms and Venue Proformas.

### **7. Other identified duties specific to the role and Flexible Learning Centre**

- All staff are expected to implement self-care strategies and access organisational staff support whenever needed; and,
- Carry out other duties and tasks assigned by the Head of Campus and Network Principal.

## **Applications**

Please forward applications to [southeastrecruitment@youthplus.edu.au](mailto:southeastrecruitment@youthplus.edu.au) by **5:00pm Friday, 28 February, 2020**. **All applications must include each of the following to be considered:**

- A response to each of the key selection criteria (listed below);
- A current resume outlining previous experience and skills;
- Two referees (including contact details). Please include a referee from current or most recent place of employment.

For further information contact Ivan Mahoney, Network Principal, at 0409 955 001, or, by email at [southeastrecruitment@youthplus.edu.au](mailto:southeastrecruitment@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 this position will be subject to EREA screening procedures.

## Key Selection Criteria

1. All applicants must show proof of registration with the NSW Education Standards Authority (NESA) and a positive NSW Working with Children Check.
2. An understanding, or the ability to acquire an understanding, of working under four Principles of Operation: Respect, Safe and Legal, Honesty, and Participation.

*Please provide a brief explanation of Operation by Principles: All Flexible Learning Centres operate under this framework and this 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 (see Occasional Paper available on the Youth+ website for further information).*

3. Demonstrated high levels of ability in developing and implementing a range of flexible learning choices (curriculum) which meet the diverse characteristics, needs and learning styles of young people disenfranchised from education and social connectedness. Knowledge or ability to acquire knowledge of the Australian Curriculum where needed.
4. 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 is highly desired.
5. Demonstrated experience actioning critical feedback.
6. Ability to work effectively as a member of a multi-disciplinary team.

## Principles of Operation

The four principles of operation that all Youth+ Flexible Learning Centres operate by 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, and 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 Youth+ website.)

## Foundation Statement

Youth+ seeks to respond to the needs of young people disenfranchised and disengaged from education. We provide a place and an opportunity for young people 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 and support and celebrate the uniqueness and dignity of each person.

Flexible Learning Centres are guided by the vision of Edmund Rice about the empowering service of education to achieve personal and community liberation through educational experiences that enable transformation.

## Strategic Values

Within our radical, social, and ecological justice framework, Flexible Learning Centres are intentional learning communities that articulate the following core values with authenticity and integrity and are expressed through the life journey of its members.

### **SAFETY**

Safety within our environment is liberating, holistic and implicit in all aspects of community life. This includes non-violence, peaceful resolution of conflict, celebration of diversity, freedom from judgement, and the security to take emotional and intellectual risks.

### **RELATIONSHIP**

Relationships are formed on shared common ground with compassion and love, respecting and celebrating the individual. We embrace the connectedness of complex and authentic relationships within diverse communities.

### **COMMUNITY**

Our dynamic communities seek to be life giving environments where the dignity of all is honoured. Our communities are multi-dimensional spaces for the liberating power of learning and engaging together.

### **TRANSFORMATION**

We walk together on journeys of individual and community transformation. We are sustained by and celebrate our commitment to hope, optimism and a belief in the possible.

### **ECO-JUSTICE**

Eco-justice calls us to enact our responsibility to the interconnectedness, sacredness and dignity of all creation.