



REQUIREMENT OF A TEACHER AT KILBREDA COLLEGE

COMMITMENT TO ETHOS

All staff in the Catholic school have an indispensable role to play in furthering the mission of the Church. It is expected of all employed in a Catholic school that they:

- a) Accept the Catholic educational philosophy of the school
- b) Must adhere to all practices required to meet the child safety and other legal responsibilities
- c) By their teaching and other work and by personal example, strive to help students to understand, accept and appreciate the Colleges core values
- d) Avoid, whether by word, action or public lifestyle, influence upon students that is contrary to the teaching and values of the College community, in whose name they act;
- e) Be informed about so as to act within legislative requirements and/or policy of staff at Kilbreda College
- f) Be committed to regular ongoing professional development; and
- g) Have and will continue to have the qualifications required by state authorities.

PROFESSIONAL RESPONSIBILITIES

Knowledge of Subject Matter

- Possess knowledge of the curriculum they cover which is:
 - Current, comprehensive and correct, to the depth required.
 - Sufficient to ensure that appropriate learning materials can be selected or prepared, and explained, and that student understanding of them can be appropriately assessed.

Instructional Ability

Pedagogic Skills

Teacher should:

- Have competence in the skills required for:
 - Planning and delivering classroom instruction which will foster a purposeful progression in learning;
 - The selection and use of an appropriate range of materials and methods;
 - Organisation and pacing of instruction; and

- Use of questioning and response to students' questions and comments.
- Be skilled in the communication of information, explanations, justifications, expectations, directions and evaluations to students of varying ages and abilities.
- Demonstrate:
 - Clarity and effectiveness in presentation;
 - Sensitivity to varying degrees of student understanding; and
 - Skill in fostering student attention, interest and motivation.

Classroom Management Skills

Teacher should:

- Have the ability to manage classroom behaviour so that the learning/teaching process occurs with minimum disruption;
- Accept responsibility for creating and maintaining an atmosphere of mutual respect among students and teachers;
- Provide opportunities for students to develop self-discipline, self-direction and responsibility to others;
- Strive to provide students with constructive feedback;
- Be guided by principles of justice and compassion in dealing with students;
- Create a positive learning environment; and
- Clarify and consistently implement school-based classroom rules and consequences. Kilbreda College uses a restorative practices approach.

Professional Attitude and Behaviour

Staff should:

- Promote student excellence;
- Exhibit a positive attitude towards students in general and to teaching as a vocation;
- Be able to accept criticism constructively and solicit critical evaluation of various aspects of role performance from time to time;
- Be helpful to parents, peers and administrative staff in responding to legitimate requests and cooperative projects;
- Be willing to assist and mentor teacher candidates;
- Deal with peers in a professional manner;
- Work as a member of a team;
- Work consciously to eliminate prejudices related to race, religion, age, gender, political affiliation, family and the like;
- Be punctual in the performance of all duties;
- Take an active interest in the general life of the College;
- Follow up on parent requests for information and feedback about students;
- Treat and encourage others to treat school property with care and take personal responsibility for cleanliness of classrooms; and
- Adopt professional standards of conduct and language. Refer to 'Policy on ethical behaviour for staff employed in Brigidine schools'

Professional Ethics

Staff should:

- Actively contribute towards an open, mutually supportive school environment;
- Support the educational goals and programs of the College; and
- Respect confidentiality of school information, including student records and of discussions pertaining to such matters.

Professional Development

Staff should:

- Avail themselves of opportunities offered by the school for accessing professional development;
- Accept responsibility for maintaining familiarity with contemporary faith perspectives, educational trends including curriculum development and pastoral welfare issues;
- Be committed to accessing professional development and
- Contribute to the professional development of other staff by sharing knowledge ideas and resources.