



POSITION DESCRIPTION

POSITION: Teacher – Inclusive Practices

STATUS: Full-time

DATE: created September 2023

RESPONSIBLE TO: Deputy Principal – Learning & Innovation via the Head of Inclusive Education

Purpose of Position:

The work of the Teacher - Inclusive Practices is underpinned by the principles and concepts of inclusive education and is therefore focused on ensuring all students are equitably engaged in their age-equivalent curriculum content in regular classrooms.

The purpose of this position is to support classroom teachers to build their knowledge and understanding of instructional strategies and pedagogical approaches that are responsive to student diversity. Assist teachers to plan and enact strategies aimed at improving student access, participation, and progress.

Key Characteristics:

These include the ability to:

- communicate effectively with staff, students, parents and visitors in a way that upholds the dignity of the individual and contributes to the Mission of the College
- demonstrate well developed interpersonal and communication skills
- demonstrate tolerance, a capacity for tact and discretion and an ability to maintain confidentiality
- demonstrate a capacity for self-organisation and direction and an ability to respond and adapt
- operate in an environment which is often demanding and busy
- demonstrate well developed written and verbal skills, including the ability to prepare documents for planning or reports
- participate in, and contribute to, staff development within the College setting
- promote the cultural and co-curricular life of the College

Qualifications:

Current Teacher Registration with the Queensland College of Teachers

Tertiary qualifications relating to Inclusive Education and/or your specialised Teaching area

Key Accountabilities

Faith & Mission:

- adheres to ethical standards of *Queensland College of Teachers* and College's Code of Conduct for staff
- displays and models commitment to and support of the ethos, Mission and Values of the College
- understands and supports the role of Catholic Education in the mission of the Church
- actively supports school prayer and liturgy
- respect the dignity and the right to learn, of all members of the College Community
- demonstrates a concern for, and a commitment to, enhancing the physical, spiritual, moral, intellectual and aesthetic welfare of students.

Curriculum:

As the Teacher – Inclusive Practices you will:

- act in an instructional capacity to support and refine inclusive teaching and learning experiences.
- engage in intentional collaboration and effective coaching processes to develop the knowledge of, practice of, and professional engagement of others with inclusive education practices.
- invest in professional learning and capacity-building to ensure currency of high-quality, evidence-based teaching practices.
- report to the Head of Inclusive Education and support the achievement of the department's annual implementation and improvement strategies.

Within the role of Teacher – Inclusive Education you will:

- demonstrate and uphold the Disability Standards for Education, the College's Inclusive Education Policy, and the College values in your interactions and communications with others.
- work closely with the Head of Inclusive Education to build staff capacity around highly effective teaching strategies that are responsive to student diversity.
- work with staff, students and families to embed a culture of belonging through implementation of personalised learning and effective inclusive education practices.
- coach and mentor staff members to plan and enact quality differentiation, adjustments, and accessible assessment through a Universal Design for Learning framework.
- provide feedback to and work with teachers to build teacher capacity in inclusive practices and support student progress.
- develop collegiality through a culture of learning and development that is supportive and centred on increasing teacher self-efficacy to provide inclusive teaching and learning.
- demonstrate alignment of inclusive teaching and learning practices within a whole school pedagogical framework.
- collate and analyse student data to inform educational practices and targeted supports to improve engagement and learning outcomes.
- monitor fidelity and effectiveness of teaching strategies and adjustments.

Professional Standards:

- set and achieve professional goals and critically evaluates your own teaching practice and learning programs to improve the quality of teaching and learning
- participate in professional development activities consistent with the College's Strategic, Operational and Improvement Plans
- implement strategies gained from professional development to enhance student learning and to develop professional skills.

Other:

- be supportive of the Catholic ethos of the school.
- contribute actively to the development and implementation of College policies and procedures
- contribute to a safe and healthy working environment consistent with the College's Mission Statement and *Work Health and Safety* requirements
- support the Strategic Plan and the School Improvement Plan.
- take full responsibility for compliance with the Staff Code of Conduct.
- take full responsibility for compliance with all College policies and procedures.
- possess and maintain current Registration with the Queensland College of Teachers.

Given the dynamic environment in which the College operates, the Principal may alter the roles and responsibilities of this position at her discretion, in order to most effectively, serve the needs of the College.