**Position Description**

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| **Position Title** | **Speech Pathologist - Graduate** |
| **Organisation** | Catholic Education Sandhurst Limited (CES Ltd) |
| **Function** | School Development and Support |
| **Location** | *Bendigo, Wangaratta, or Tatura* |
| **Enterprise Agreement** | Catholic Education Multi-Enterprise Agreement 2022 |
| **Classification** | Level 2 CES Ltd Speech Pathologist |
| **Remuneration** | $77,248 (excluding Superannuation) |
| **FTE** | 1.0 or by negotiation |
| **Motor Vehicle** | Provision of motor vehicle in line with CES Ltd Policy |
| **Status** | Ongoing/Fixed term |
| **Reports to** | Inclusive Education Lead |

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| **Our Organisation** |

Catholic Education Sandhurst Limited (CES Ltd) is committed to the mission of Catholic Education across the Diocese of Sandhurst. With a rich history dating back to 1853 the Diocese reaches from Central to Northeast Victoria. The organisation supports more than 3000 employees in 52 schools and 3 early childhood facilities. It also provides support to 4 secondary colleges owned and operated by Religious Institutes.

CES Ltd participates and cooperates in the work of the Victorian Catholic Education Authority (VCEA), which has key responsibilities for the allocation and distribution of government funding, facilitating cooperation across the four Victorian Dioceses, and in working and cooperating with government statutory authorities.

The Executive Director of Catholic Education Sandhurst is appointed by the Board of CES Ltd to support the administrative, organisational and service matters to Catholic schools within the Diocese.

The Executive Director and all delegations via that position operate within the parameters of Canon Law and the Catholic Church structures and processes. CES Ltd is the employing authority for its schools and acknowledges and respects the role of Parish Priests within the Parish communities in which schools are located and supported.

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| **Our Vision** |

The vision for CES Ltd is to provide, in partnership with our families and parishes, stimulating, enriching, liberating, sacramental and nurturing learning environments drawn from the Catholic tradition in each of the diocesan school communities.

At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing and inclusion of all children and young people, a pursuit of excellence in all levels of learning and creating communities of welcome, hospitality and inclusion.

We believe:

* that the values of the Gospel are central to who we are, what we do, and how we act
* that we have a vital role in the mission of the Catholic Church to imagine and seek new horizons while respecting our Tradition
* that a strong sense of community is dependent on the quality of our collegial relationships
* that each person’s potential is fostered through the dedicated ministry of Catholic Education
* in leadership encompassing vision, innovation, and empowerment.

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| **Our Values** |

CES Ltd Values underpin and reflect the behaviours we expect of our staff:

**Principles of Catholic Social Teaching**

The identity of the Sandhurst Catholic School reflects the principles of Catholic social teaching, grounded in the person of Jesus, and interpreted and enacted for the “common good” in response to the “signs of the times”.

These principles require that the dignity and potential of each person be fully respected within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

**Respect**Respect for the dignity and potential of each person within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

**Partnerships**The Sandhurst Catholic Schools do not function in isolation. In attending to the religious dimension of education, the most fundamental partnerships are those with parents/guardians and with local Catholic faith communities. The school is part of the wider Church community.

**Faith**The tasks of evangelisation, catechesis and religious education are shared by home, school and parish, with each having its own distinct contribution to make in a sense of genuine partnership.

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| **Office Summary** |

The Catholic Education Sandhurst Office comprises approximately 110 employees working across 7 key functional areas, supporting over 50 schools within the Sandhurst Diocese based across Bendigo, Tatura, and Wangaratta.

The Chief position within each function reports directly to the Executive Director of Catholic Education Sandhurst Limited (CES Ltd) and the 7 functional areas comprise of:

* Catholic Mission/Learning and Teaching
* School Development and Support
* Early Childhood Education and Care
* Student Pastoral Wellbeing
* People and Culture
* Operations
* Strategy, Risk and Governance

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| **Function Summary** |

**The School Development & Support function** provides systemic leadership across the Sandhurst Catholic Diocese relating to school improvement, Principal performance and development, and learner support.

The function provides strategic leadership for CES Ltd across three key performance domains: shaping culture, building capacity and capability, and enhancing performance across the Diocesan system of schools.

The function includes:

* School Improvement and Performance
* School Review (NSIT)
* Principal performance and development
* Learner Diversity Support; and,
* School Development, research, and innovation

Principal Consultants within School Improvement and Performance have responsibility to ensure clear and consistent oversight of school performance and improvement as well as enhancing school leadership capability.

The Learner Diversity team works closely with the Learning and Teaching and Student Pastoral Wellbeing functions to ensure the effective delivery and timely approach to diverse learning needs and interventions.  The team strives for the achievement of best practice across all schools in the network; working collaboratively with teachers, families, parents/carers, professional external service providers and allied health professionals to ensure appropriate learning strategies are developed.

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| **Position Summary** |

The position supports the vision and mission of CES Ltd through the provision of Educational Speech Pathology services to school communities. Collaborative evidence-based school support occurs across all three tiers of the Multi-Tiered System of Support (MTSS) Framework. This form of service delivery facilitates and active and supported learning environment for students, which encourages generalisation of skills because it occurs within the learning context. The Educational Speech Pathology intervention programs are accountable and reflect current theoretical knowledge.

Key relationships include School Principals and appropriate school staff for determination of work allocations, CES Ltd Inclusive Education Lead for leadership, CES Ltd Senior Speech Pathologist for professional support and guidance and other speech pathologists for collaboration.

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| **Key Responsibilities**  |
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| **Speech Pathology Services** | * Provide evidence based, curriculum aligned Speech Pathology services to schools that includes: assessment, intervention, and consultation and/or learning difficulties across a range of learning contexts.
* Provision of school-based support according to key principles of the Multi-tiered System of Supports (MTSS) framework\* and data informed service delivery *(\*see section 3 of the SPA Speech Pathologists in Education practice guidelines (2022)).*
* Provide culturally safe and responsive services that acknowledge cultural and linguistic diversity in the communities and of the individuals we serve.
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| **School Collaboration** | * Collaborate with staff in schools to identify and implement curriculum adjustments for students who present with communication and/or related learning difficulties.
* Provide advice and recommendations for teachers to implement research-based pedagogy.
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| **Support Teaching staff** | * Provision of relevant professional development support to teachers and school communities.
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| **Professional Development** | * Commitment to continued education and professional development activities relating to Speech Pathology and Education and abide by Speech Pathology Australia’s Code of Ethics (February 1986).
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| **Record Keeping** | * Maintain student files and other necessary documentation according to CES Ltd administration protocols.
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| **Work within a multi-disciplinary team** | * Contribute and actively participate in relevant team-based processes and projects.
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| **Policies and processes** | * May contribute to the evaluation and analysis of guidelines, policies and procedures applicable to best practice Education Speech Pathology *(according to Speech Pathology Australia 2022, practice guidelines for Speech Pathologists in Education).*
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| **Mandatory Responsibilities and Requirements** |

**Compliance with CES Ltd Policies and Procedures**

* All CES Ltd policies and procedures are available in either CompliSpace and/or the Staff Portal. It is expected that all employees of CES Ltd must ensure that they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breaches in compliance may result in disciplinary action.

**Compliance with Occupational Health and Safety**

* All CES Ltd employees have a responsibility to take reasonable care of their own health and safety along with the safety of others. It is expected that all employees comply with policies, safe work procedures, instructions, and rules of CES Ltd’s OH&S Management System.
* All employees must report any hazards or any other health, safety, or wellbeing issues to their team leader/principal. There is also an expectation that employees will actively eliminate hazards, follow instructions, and participate in training and consultation processes.
* All employees who have responsibility to supervise /lead others have additional responsibilities including ensuring that employees have clearly defined safety roles and responsibilities, addressing OH&S issues immediately, be aware of tasks being undertaken by employees and ensure that they have the skills required to perform tasks safely, ensuring training is provided to address any knowledge or skills gaps for performing work safely, ensuring clear policies and procedures are implemented as well as holding regular OH&S meetings with employees and managing non-compliance.
* Depending on the role some employees will also be required to provide evidence of successful completion of First Aid Certificate inclusive of Anaphylaxis training prior to commencing employment with CES Ltd.

**Compliance with Child Safety Legislation**

* CES Ltd is committed to creating and maintaining a child safe school environment in which all students feel safe and are safe. They do this by promoting the safety, wellbeing, and inclusion of all children.All CES Ltd employees have a responsibility to comply with current Child Safety legislation. This includes keeping up to date with relevant mandatory reporting requirements and maintaining a valid working with children check or VIT registration. CES Ltd are committed to ensuring the safety of children in our care, as such rigorous reference and background checks are conducted at the pre-employment stage. All staff are also expected to comply with the Child Safety Code of Conduct as amended or varied from time to time.

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| **Key Selection Criteria** |

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| **Essential** | **Qualifications and Registrations**  | * Formal qualifications in Speech Pathology.
* A current unrestricted Victorian Drivers Licence.
* A valid working with children check or VIT registration.
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| **Knowledge and Experience** | * An understanding of the development of speech, language and communication and its relationship to literacy, learning and social emotional growth across the curriculum.
* An understanding of the *2022 Speech Pathology Australia: Speech Pathologists in Education* position statement and practice guidelines.
* Capacity to provide professional learning opportunities for others in Speech Pathology and a willingness to share knowledge with teachers and other members of school communities.
* Capacity to work effectively as a member of a multi-disciplinary team.
* Willingness to engage in structured supervision and mentoring.
* Understanding of and competence in responding to legal requirements such as Disability Discrimination and Privacy obligations.
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| **Commitment to Catholic Education** | * Demonstrated commitment to the Catholic Faith with an ability to articulate the Church’s mission in Catholic Education.
* Support the Sandhurst Catholic Ethos and Framework to serve the students enrolled within the system.
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| **Commitment to Child Safety** | * Hold a current Victorian Working with Children Check or Victorian Institute of Teaching (VIT) registration
* Ability to demonstrate an understanding of appropriate behaviours when engaging with children
* Knowledge and understanding of the requirements of the Child Safety Standards with a relevance to creating cultural safety for Aboriginal and Torres Strait Islander students and families
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| **Skills and Attributes** | * Highly developed interpersonal, communication and ICT skills.
* Highly developed research and analytical skills including the interpretation of data.
* Effective facilitation skills.
* Sound organisational and administrative skills.
* Ability to work autonomously and to act independently where appropriate.
* Good presentation skills.
* Demonstrated experience and competence in clinical problem solving and decision making.
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| **Desirable** |  | * The capacity to develop skills required for coaching and provision of adult learning.
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