

EDUCATION SPECIALIST POSITION DESCRIPTION TEACHaR PROGRAM EASTERN REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position details

Position	Education Specialist
Program	TEACHaR (Transforming Educational Achievement for Children at Risk)
Hours	Full time or part time, negotiable
Hours per week	38
Duration	Fixed Term
Fixed term end date	12 month Fixed Term with view to possible ongoing
Location	The incumbent will be based in the Eastern Region and required to work at locations across the region, and at times across metropolitan Melbourne.
Reporting Relationship	This position reports directly to the Lead Education Specialist, TEACHaR program
Effective date	June 2021

Overview of program

Research has shown that children and young people in Out of Home Care (OOHC) are one of the most disadvantaged and marginalised cohorts in our society. These children also experience poorer educational outcomes in comparison to the general student population.

In 2013 Anglicare Victoria embarked on a journey to explore ways in which the organisation and the service system as a whole could improve the educational outcomes for children and young people residing in OOHC. The result was the TEACHaR program ('Transforming Educational Achievement for Children at Risk'). TEACHaR is an aspirational and flexible education program which provides targeted educational support to children and young people residing in OOHC, facilitated by registered teachers. The program also works collaboratively with schools, case managers, DHHS and DET, providing consultation, information and professional development, and student advocacy, particularly in the context of student's experiencing school disengagement, underachievement and complex behaviours.

Position Objectives

The Teacher position will form part of the broader Out of Home Care system within Anglicare Victoria. There are a number of key components of the positions which include:

1.	The provision of specialist one to one educational support (teaching) to young people.
2.	The implementation of tailored educational programs for each young person.
3.	Provision of trauma informed educational support to schools and carers
4.	Working collaboratively with the young person's Care Team to improve their educational outcomes - this will include carers, case managers, school staff and other professionals involved with the young person.

Key responsibilities

As an educational specialist with this program you will work with Anglicare Victoria's Residential Care team.

The key responsibilities are as follows but are not limited to:

1.	Assess the functioning, learning capacity and educational needs of young people residing in residential care.
2.	Assist in the development and implementation of each young person's school based Individual Education Plan (IEP) through the provision of one on one, small group and whole class teaching.
3.	Provide individual specialist education support to young people in residential care, including implementing tailored personal education plans for each student.
4.	Work in collaboration with the relevant residential care team, TEACHaR team, schools, teachers and broader care teams to improve the student's educational outcomes, ensuring your approach adheres with the TEACHaR model requirements.
5.	Assist carers, teachers, and school support staff to understand the implications, special education needs and learning difficulties of children and young people who have experienced trauma and reside in OOHC.
6.	Actively participate in supervision, team meetings and operational groups as required. To be available to work flexible hours
7.	Maintaining regular and accurate recording of client data and information including case notes, assessment data, communication and reports.


Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework.

Applicants are required to provide a written response to **both a) and b)**.

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. Each of the role specific criteria are to be addressed individually (no more than 2 pages in total).

	1. Tertiary qualifications (Education), current full Victorian Institute of Teaching (VIT) registration and competence in the field of education.
	2. Experience and understanding: <ul style="list-style-type: none"> • Demonstrated teaching skills and the ability to engage students with complex needs in learning. • Demonstrated understanding of how trauma affects a child or young person's learning.
	3. Capacity to undertake and implement individual educational assessments and learning plans for students who have experienced significant educational disruption and who present with complex psychological and social needs.
	4. Demonstrated high level ability to monitor and assess student's learning data at the individual, cohort and whole of program level and to use this data to inform teaching for improved student learning.
	5. Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two nominated capability groups; **Personal Qualities** and **Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems.

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- An attractive remuneration package will be negotiated with the successful applicant.
- The Education Specialist is entitled to 7 weeks leave per year. This includes 4 weeks leave over Christmas school holidays and one week of every term break.
- The Education Specialist is provided with professional development opportunities to contribute to maintaining VIT registration.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and Employment Working with Children Check prior to commencement.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
