

## POSITION DESCRIPTION

<b>Title:</b>	<b>Early Childhood Teacher (ECT)</b>
<b>Award:</b>	<b>Educational Services (Teachers) Award 2020 Children's Services Award</b>
<b>Classification:</b>	<b>Level 1 – Level 5, dependent on registration level or equivalent <i>Educational Services (Teachers) Award 2020</i></b>  <b>Level 4.1 – 4.3, dependent on progress towards ECT qualification <i>Children's Services Award</i></b>
<b>Usual hours of work:</b>	Permanent 75 hours per fortnight

### **Role Description:**

Early Childhood Teachers will work in consultation with the Educational Leaders and their room team to lead the creation, implementation and evaluation of high quality educational play-based programs suitable to the needs of children birth to five years and/or children five to 12 years if working within an Out of School Hours Program.

Early Childhood Teachers form part of our service leadership teams, and will work with the Director, Assistant Director and Educational Leader to implement innovative practices that promote quality outcomes for children.

Early Childhood Teachers will act as Responsible Persons on site alongside service leaders.

### **Position Objective:**

Early Childhood Teachers fulfil a key role within our services. Children deserve access to university trained and highly skilled Educators to create exciting and creative play-based educational programs that recognise children's rights, support children to thrive and enable children to be active participants in their own learning. Early Childhood Teachers at Anglicare NSW South, NSW West and ACT have commitment to trauma-informed practice, and lead with compassion, integrity, inclusiveness, and dignity, working within Anglicare's Code of Conduct and upholding the Sanctuary Model Pillars.

## **Primary Responsibilities:**

### ***Educational Curriculum and Design:***

- Lead the planning, implementation and evaluation of a developmentally challenging program for individual children, or groups of children, that encompasses the National Quality Framework, Early Years Learning Framework and diverse theories of Early Childhood development
- Ensure curriculum choices are inclusive for all children and families' individual needs. This requires intentional opportunities for learning with an anti-bias and inclusive approach
- Understand and implement the unique service philosophy and ensure this guides curriculum design decisions
- Design and provide opportunities for children to engage in risk taking within their play, supporting their capabilities safely
- Ensure Aboriginal and Torres Strait Islander perspectives are embedded within the curriculum, and influence a truth telling perspective that is age appropriate
- Lead your team in the development of child wellbeing plans to support each child's needs
- Scaffold learning opportunities in all-weather types; rain, cold, heat, and ensure this guides your curriculum design within all hours of daily operation
- Scaffold children's learning to build on their existing knowledge and skills through both emergent curriculum and intentional teaching
- Lead your team and prepare the documentation associated with every child's learning development and make available to families, ensuring a full cycle of learning occurs. This includes ensuring a progression of learning is evident for each child

### ***The Children:***

- All engagement with children will use a trauma informed lens when supporting individual needs
- Ensure a safe, caring and stimulating environment exists for all children and that the health, safety and wellbeing of each child is a priority following Anglicare's policies and procedures
- Daily practices give recognition to the UN Conventions on the Rights of the Child
- Daily Practices give recognition to the Australian Child Safe Standards
- Respond appropriately to any child who may be at risk of abuse or neglect and follow obligations under law as a mandated reporter
- All facets of children's individual routines, health requirements, medical requirements, cultural requirements, and socio-economic status differences will be catered to and supported with dignity and respect

### ***Early Childhood Teacher & Lead Educator:***

- Support the Director to ensure families and children especially those experiencing vulnerability can meaningfully participate within the program
- Maintain and strengthen the service strong positive workplace culture by engaging in Anglicare's Sanctuary Model pillars in engaging with colleagues

- Actively contribute to and support the services continuous improvement through the Quality Improvement Plan and Support Inclusion Plan
- Engage with the Director in support and supervision sessions in alignment with Anglicare’s commitment to growth and change
- Lead and mentor Educator(s) to build and sustain a constructive teaching environment and identify professional development opportunities and manage performance
- Lead, role model and communicate best practice to Educator(s) team to encourage high performance and maintain a positive team environment
- Proactively respond to child and family needs by encouraging, valuing and respecting their involvement. This includes accurately and meaningfully reporting to families on children’s individual development
- Work in professional and respectful collaboration with the ACT Education Directorate in which our site is co-located on to support long term outcomes for children attending
- Understand where and how to utilise behaviour management strategies, being responsive and supportive of their individual requirements. This includes understanding developmental differences and vulnerabilities. Dignity and rights will be upheld, and the Educators will refrain from using restrictive practices.
- Actively participate in team meetings, family activities, functions and special events as required
- Maintain professional knowledge, resources and skills through training, mentoring, professional development and networking.
- Ensure work is carried out in line with Anglicare’s Health and Safety policies and procedures, taking reasonable care of self and others both physically and psychologically in alignment with occupational health and work safety requirements
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**Qualifications:**

- ACECQA approved Bachelor of Early Childhood Teaching/Education or equivalent, or be actively working towards this qualification.
- A current Working with Vulnerable People Card (ACT only)
- A current Working with Children Check (NSW only)
- Approved Child Protection Training - the following course codes are approved: CHCPRT001, CHCPRT002, CHCPRT025 or CHCPRT026.

**Key skills and experience:**

- Excellent written and verbal communication skills
- Ability to work within a team with a collaborative approach
- Strong experience either leading or contributing to the leadership of a high performing team within the Early Childhood Education and Care Sector
- Understand and be actively involved in the Assessment and Rating process

**Key knowledge areas:**

- A strong understanding of the National Quality Framework, the National Quality Standards, and Early Years Learning Framework

**Capabilities and Behaviours**

- Committed to continuous improvement, and a willingness to engage in professional development

- Adapts a positive and responsive leadership style
- Ability to work within organisational policies and procedures
- Demonstrates professional conduct

**Other Requirements**

- Current ACECQA approved First Aid certificate, including CPR
- Australian citizenship or suitable rights to work in Australia
- Willingness need to undergo a National Criminal History Check

**Reports to:**

Service Director, Assistant Director

**Direct reports:**

N/A