



JOHN CALVIN SCHOOL

FREE REFORMED SCHOOL ASS. (TAS.) INC.

53 HOWICK STREET
P.O. BOX 89, LAUNCESTON, TAS. 7250
Ph: 6344 3794, Fax: 6344 3690
Email: admin@jcs.tas.edu.au
www.jcs.tas.edu.au
ABN No 32 415 227 180

Position Description

TITLE:	Teacher (K-10)
SCHOOL:	John Calvin School
LOCATION:	Launceston
AWARD AND CLASSIFICATION:	Educational Services (Teachers) Award 2010 - Salary according to qualifications and experience
EMPLOYMENT STATUS:	Fixed Term / Full Time
EMPLOYER:	Free Reformed School Association (Tasmania) Incorporated (i.e. FRSA)
REPORTS TO:	The Principal

POSITION OBJECTIVE:

To implement and manage appropriate learning programs consistent with the fundamental values and beliefs of the Free Reformed School Association (Tas) Inc for K-10 students and to assess individual student progress aligned with biblical principles.

MAJOR DUTIES:

1. Maintaining a positive and effective learning environment through undertaking a range of teaching and teaching related duties as directed in accordance with the attached statement of faith, including:
 - classroom teaching, aligned with biblical principles of the Free Reformed Church.
 - classroom management and the use of biblically based learning resources;
 - assessment of students and their needs (including pastoral care), aligned with biblical principles.
 - preparation and implementation of appropriate biblically based learning programs;
 - setting realistic and challenging academic standards of student performance;
 - development and use of flexible biblically based teaching strategies and processes;
 - assessment of students' work and periodic reporting to parents or guardians;
 - application of suitable student behaviour management strategies;
 - involvement in curriculum and administrative committees and, where appropriate, other decision-making bodies;

- out-of-classroom student supervision; and,
- participation in and contribution to general school activities reflecting the values of the school

2. Perform other duties as envisaged by the assigned classification under the relevant industrial award or agreement and in accordance with the skills, competence and training of the occupant reflecting the values of the school; including:

- contribution towards the maintenance of a supportive, healthy and safe school environment;
- participation in matters relating to whole of school management, planning and development; and,
- undertaking personal professional development.

RESPONSIBILITY, DECISION MAKING AND DIRECTION RECEIVED:

Responsible for the successful management of the assigned biblically based teaching duties as outlined in our reformed confessions and attached statement of faith and associated activities. Receives broad direction, guidance and informative feedback from the Principal. Following the initial induction process, and as the teacher gains further experience, it is expected that the direction and guidance provided will reduce accordingly.

KNOWLEDGE, SKILLS AND EXPERIENCE (SELECTION CRITERIA): (in relation to the Major Duties)

Knowledge (general) (10%)

Aware of Workplace Health and Safety as it relates to a school environment.

Demonstrating a good standard of numeracy and literacy.

Possessing basic proficiency in computer keyboarding skills and the use of common software such as Microsoft Word and Outlook, and familiar with use of the Internet.

Personal skills (40%)

Demonstrating a living Christian faith, being a person of integrity and high morals.

A team player who is able to contribute to realisation of a shared vision for the school through engagement with peers and the community the school serves.

Able to communicate effectively with students including the use of appropriate interpersonal skills, and the ability to plan and apply appropriate behaviour management strategies that contribute to the establishment and maintenance of a supportive learning environment.

Patient, adaptable, creative, imaginative and possessing a good sense of humour.

Motivated, dedicated and self-disciplined.

Possessing good organisational and time-management skills, and capable of working with a degree of autonomy.

Teaching and learning (50%)

Understanding of Reformed Education theory and practice, informed by a solid grounding in Scripture and the Reformed confessions.

Committed to delivery of education that equips students with skills and knowledge for life.

Ability to apply appropriate knowledge in order to plan and prepare teaching and learning programs in relevant areas which meet the diverse characteristics, needs and learning styles of students; and are consistent with relevant syllabi, curriculum policies, work programs and education trends.

Knowledge of and the ability to implement effective and inclusive teaching and learning processes, including the use of learning technology and assessment, to establish a challenging learning environment in which students are encouraged to work towards attainment of their potential.

Relevant formal education qualifications in teaching.

ESSENTIAL QUALIFICATIONS AND REQUIREMENTS:

- Communicant member in good standing of one of the Free Reformed Churches of Australia or its sister churches with a reference from a minister or elder that their lifestyle reflects a life consistent with the fundamental values and beliefs of the Free Reformed Church.
- Tertiary qualifications in education (ie: Bachelor of Education or its equivalent).
- Current certificate of registration; or provisional registration; or limited authority to teach granted by the Teachers Registration Board (Tasmania) in accordance with the provisions of the *Teachers Registration Act 2000*. Please note that a person with a limited authority to teach can only be employed on a fixed-term basis.
- Possession of a valid Working With Vulnerable People card.

DESIRABLE QUALIFICATIONS AND REQUIREMENTS:

- Reformed Education Diploma or equivalent.
- Extra skills, such as music, art, IT, drama, sport, community and modern languages.
- Possession of a current first aid certificate, public vehicle licence.

ASSOCIATION'S ROLE:

The Free Reformed School Association (Tasmania) Incorporated (FRSA) has as its constitutional objectives to establish, conduct and maintain schools in which education is provided in accordance with the doctrine contained in the Old and New Testaments as it is confessed in the Three Forms of Unity of the Free Reformed Churches of Australia. The FRSA also aims to do all such lawful things as are incidental or conducive to the attainment of the above.

The FRSA elects a Board whose beliefs align with the biblical principles of the Free Reformed Church and whose duty is to ensure sound biblically based governance of the schools operated by the Association, as set out in the Association's constitution.

The teacher is an employee of the Association.

WORKING ENVIRONMENT:

The Launceston John Calvin School has a culture that is consistent with the fundamental values and beliefs of the Free Reformed Church of Australia, where the honour and glory

of God is promoted through Bible-based learning, the use of God-given gifts, the fostering of a supportive Christian environment, and ethical dealings.

The Association is committed to fostering working conditions in the school that are optimal for bible-based teaching and learning with a commitment to staff learning in the interests of students and individual staff goals.



JOHN CALVIN SCHOOL

FREE REFORMED SCHOOL ASS. (TAS.) INC.

53 HOWICK STREET
P.O. BOX 89, LAUNCESTON, TAS. 7250
Ph: 6344 3794
Email: admin@jcs.tas.edu.au
www.jcs.tas.edu.au
ABN No 32 415 227 180

Statement of Faith

We are a Christian school association operating a Christian school maintaining the heritage of the Protestant Reformation. As such, our ultimate authority is the written Word of God, inspired by the Holy Spirit and held to be infallible and inerrant. We hold to the Belgic Confession, the Heidelberg Catechism, the Canons of Dort, the Apostles' Creed, the Nicene Creed, and the Athanasian Creed as secondary authorities, believed to be faithful summaries of biblical teaching. This Statement of Faith articulates our understanding of how all the above authoritative documents apply to several important contemporary matters.

The Trinity

We believe that there is only one true God. This one true God eternally exists in three distinct persons: Father, Son, and Holy Spirit. This one Triune God rules sovereignly over all creation. Our ultimate commitment is exclusively to this God. He alone is worthy of our worship and unconditional allegiance, particularly in view of his saving acts in Jesus Christ.

Biblical references: Deut. 6:4, Matt. 28:19-20, 2 Cor. 13:14, Ps. 103:19, Acts 5:29.

Confessional references: Belgic Confession articles 8-11, Heidelberg Catechism QAs 25, 53, 94.

The Bible

We believe that God has revealed himself in a limited way in the natural world. He has revealed himself more fully in his written Word, the Bible. Everything we need to know for our salvation and for our life as Christians is given to us in the Bible. The Bible is sufficient, clear, authoritative, and necessary for us. The Bible is our ultimate guide for what we believe (doctrine) and for how we live (ethics). We are to reject any teaching or thought conflicting with the Bible.

Biblical references: Rom. 1:20, 1 Cor. 1:18-21, 2 Tim. 3:16-17, 2 Pet. 1:21, Rev. 22:18-19, 2 John 1:10, John 10:35.

Confessional references: Belgic Confession articles 2-7.

Creation

We believe that God created the universe and everything in it in six ordinary days in the order of several thousand years ago. God created Adam and Eve as the first human beings. God created them good and in his image. God directly created Adam from the physical dust of the earth. Eve was directly created by God from a physical rib taken from Adam. All human beings thus are descended from Adam and Eve.

Biblical references: Gen. 1-2.

Confessional references: Belgic Confession articles 12 and 14, Heidelberg Catechism QA 6.

Family, Marriage and Sexual Ethics

We believe that marriage is an institution of God with its roots in creation; it is designed for the welfare of human beings. God created Adam and Eve and brought them together as husband and wife. God designed marriage to be an institution exclusively involving one man and one woman, committed to each other in a covenant of life-long loyalty, reflecting the relationship between Christ and his church. While it is true that polygamy occurred in the Old Testament, it was not commonly practiced. Biblical descriptions also make clear that this practice was contrary to God's original design and therefore it resulted in many troubles and heartaches. According to New Testament teaching, the male-female marriage relationship is to be the exclusive context for any and all sexual relations. Furthermore, this male-female marriage relationship is ordained by God to be the exclusive means by which children are conceived and raised.

Biblical references: Gen. 1-2, Matt. 19:4-5, 1 Cor. 7:2, Heb. 13:4, 1 Thess. 4:3-8, Eph. 5:3, Eph. 5:22-33, Rom. 1:26-27, 1 Cor. 6:9-10, Jude 6-7, Lev. 18:22.

Confessional references: Heidelberg Catechism QAs 108 and 109.

Gender

We believe that God has a design for how we regard ourselves as male or female, man or woman, boy or girl. This binary design is integrally based on the differences between male and female reproductive structures. God has thus determined that biological sex and gender ought to be inseparable. We acknowledge that, because of the brokenness of the created order after the fall into sin, some are born with a physical disorder of sexual characteristics. Nevertheless, we affirm their human dignity and worth by virtue of being created in the image of God. God calls such individuals to embrace their biological sex insofar as it may be known.

Biblical references: Gen. 1-2, Deut. 22:5, Matt. 19:12, Rom. 1:26-27, 1 Cor. 11:14-15.

Confessional references: Heidelberg Catechism QA 108 and 109.

Sin and Salvation

We believe that all human beings are conceived and born in sin, consequently bearing both guilt and pollution. This original sin leads to actual sins committed by all people in thought, word, and deed. Both our original sin and our actual sins are under the just judgment of God, deserving of his eternal wrath in hell. But in his grace, God sent his Son to be the Saviour of sinners. Jesus Christ lived a perfect life and died as a sinless sacrifice on the cross. His obedience and suffering were offered in the place of all who believe in him. Anyone who repents from their sin and turns to Jesus Christ with a true faith will be saved from all their sins and the wrath they deserve. It is the responsibility of all Christians to love their neighbours by sharing this good news of salvation whenever and however they can.

Biblical references: Ps. 51:5, Rom. 3:9-26, John 3:16-18, Acts 16:30-31, Matt. 28:19-20.
Confessional references: Belgic Confession articles 15-23, Heidelberg Catechism QAs 3-21, QAs 32, 86, 123, Canons of Dort 2.5.