



**WILLIAM CAREY
CHRISTIAN SCHOOL**

Casual Teacher

INFORMATION PACK

Please email your completed application and documentation to
employment@wccs.nsw.edu.au



Expect great things

VISION

To see our students saved by Christ.
To see our staff and students live for Christ.
To see our students learn, grow and flourish.

MISSION

Transforming lives by the proclamation of the Gospel and the delivery of an excellent, Christian education that is accessible to the whole community.

MOTTO

Expect great things from God,
Attempt great things for God.





Our School

As a school community, we strive to:

- Grow in understanding of living God’s way in God’s world as God’s image.
- Use evidence based research to drive outstanding teaching and learning practice.
- Offer and maintain an inclusive, supportive and safe teaching and learning environment.
- Promote a strong sense of belonging in our students, their families and the staff.
- Manage resources wisely to enable accessibility of the school to the whole community.

This means that a William Carey Christian School student is:
Well known, well cared for and well educated.

These three fundamental features of our school shape how we partner with students, families and the community to educate and grow the whole child.

WCCS students are **well known** by their teachers as individuals. Each student has been created by God, with their own strengths and requirements that need to be identified, acknowledged and met. This will allow students to be challenged and supported as they grow in knowledge and character, grounded in a clear understanding of who they are in God’s world.

WCCS students are **well cared for** in an inclusive, supportive and safe school environment. Students have strong sense of belonging, a place where they can be nurtured, growing to be courageous and creative, challenged by the call of the Gospel, and given the conviction to shape the world, rather than being shaped by it.

WCCS students are **well educated** by teachers who make learning meaningful, seeing God’s big picture and their place and purpose in it. Students learn how to learn, and are given opportunities to develop discernment and wisdom, developing their own unique character from the inside out.

Role Description

Details:

- Prep School, Primary School, High School.
- Casual Teacher 1, Casual Teacher 2 or Casual Teacher 3 as defined in the Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025.

Framework:

Our task can be seen within the framework of:

- **Head** (the ruling side of things – biblical rule of faith and practice, NESA requirements, evidence based research, professional development),
- **Heart** (your passion for the gospel, for your subject, for colleagues and your students) and
- **Hands** (the practical component of what you do: administration, stewardship, implementation in our situation).

Working at William Carey gives opportunity and responsibility for staff to:

- To maintain a Christian lifestyle, growing in living God's way; promoting and modelling an understanding of living God's way in God's world as God's image;
- To develop their biblical worldview and to disseminate it.
- To share the gospel with students and parents, pointing them to Christ.
- To develop relationships with students, parents, colleagues and others that show the fruit of the Spirit, seasoned with salt, modelling Christ in their interactions and being sensitive to interpreting responses from students and parents who come from diverse cultural and religious backgrounds.
- To develop their professional skills, carrying out their duties in a competent and conscientious manner, while seeking opportunities to improve their knowledge and skills, including through participation in professional development.
- To work cooperatively to maintain a consultative and collaborative workplace
- To work humbly, following reasonable instructions given by their supervisor, complying with school policies and procedures, and being accountable for their own actions and decisions.

The role:

The Casual Teacher supports the delivery of high quality, biblically informed education by effectively implementing prepared learning programs and maintaining positive, well managed learning environments. Grounded in evangelical Christian faith, the role models Christian character, integrates a biblical worldview into classroom practice, and relates to students and colleagues with care, diligence, and professionalism. Casual Teachers are responsible for supervising learning, managing behaviour, supporting student wellbeing, and contributing to the orderly operation of the school.

During block placements, the role may also include program planning, meeting curriculum and assessment requirements, and parent communication in accordance with faculty and School expectations.

The Casual Teacher collaborates collegially with staff, complies with all professional, accreditation, and child safety requirements, upholds School policies and procedures, and demonstrates responsible stewardship of school resources while supporting the mission and community life of the School.

Reports to:

Teachers report directly to their KLA / Stage Coordinators, depending on assigned classes, and to the Director of Teaching and Learning, for matters of accreditation.

Essential criteria:

- A person of evangelical Christian convictions and character, actively involved in a Bible-based Christian church and committed to the work of Christian education.
- Affirm and uphold the School's Statement of Faith and committed to working a biblical worldview into all aspects of teaching and learning.
- Relevant tertiary qualifications to teach and accredited by NESA.
- Meet and maintain the criteria of the Australian Professional Standards for Teachers (APST) at proficient level according to legislation.
- Have a current Working with Children Check as legislated.
- An excellent classroom teacher with a deep and broad knowledge of current issues and best practice in education.
- Demonstrated capacity to communicate clearly with students, colleagues and the wider community regarding educational and welfare issues.
- Demonstrated capacity to work harmoniously with teams, whether in supervisory, collegial or advisory contexts.
- Experience in teaching students to meet a wide range of student learning requirements, including effective use of ICT in the classroom.
- Teaching experience in Primary and/or High School.

Teacher role responsibilities:

Teach Christianly by:

- Supporting the permanent teacher by implementing the well-structured learning and teaching programs or lesson sequences that engage all students and promote learning (APST, 3.2.2).
- Instructing from a biblical perspective, understanding the content of their subject area as informed by a biblical worldview.
- Relating in a Christian manner to both staff and students, displaying care and diligence.
- Sharing the Gospel with both boldness and sensitivity; discipling and nurturing Christian students.
- Demonstrating a biblical understanding of the nature of the child.
- Selecting appropriate teaching resources for the ethos of the school.

Fulfil curriculum requirements of the faculty/stage by:

- If on a teaching block, completing and submitting registers and evaluations of programs, within the given timeframe; using evaluation to inform future planning.
- Supervising an assessment, e.g. test.

Manage and oversee classes by:

- Displaying an awareness and implementation of agreed working practice.
- Displaying good teaching practices in their classroom.
- Using a variety of effective classroom management strategies.
- Consulting with supervisor and/or colleagues about issues relating to classroom management, pedagogy and discipline.
- Checking student profiles for your classes; utilising all information provided.
- Affirming standards for class expectations e.g. behaviour, bookwork.
- Reporting on class progress to regular teacher/s.

Encourage staff and student wellbeing by:

- Offering and maintaining an inclusive, supportive and safe teaching and learning environment.
- Supporting the pastoral care and wellbeing programs of the school.
- Recording awards and disciplines on Compass (student management system), as appropriate.
- Actively managing behaviour across the broader school community, including active supervision of playground, bus, detentions as rostered.
- Supporting privacy policy, including checking the "Do not publish" list.
- Addressing student complaints within their area of responsibility and referring appropriately when necessary.
- Being prompt to classes, playground duties, class covers, and (where appropriate) meetings.

Relate to parents by:

- Promoting a positive learning culture and team mentality, and for block placements, being accessible to parents who have questions.
- For teaching blocks, communicating clearly and timely with parents, supporting families in collaboration with executive, documenting discussion and referring to executive for counsellor consideration, supporting school policies to the community.
- Promoting class/faculty/stage events through Newsletter and/or blog articles.
- Supporting public relations/marketing by promoting a positive attitude towards the School.

Develop as a faculty/stage member by:

- Attending induction and training, and mentoring opportunities.
- As required, being involved in professional development, including developing biblical framework; maintaining currency of knowledge related to required curriculum; reporting back what you have learned.
- Using individual gifts and delegated responsibilities as appropriate and/or required.

Collaborate within the school community by:

- Adopting a collegial attitude towards all staff, students and parents.
- Liaising with others regarding assigned classes or resources.
- Seeking to resolve conflicts.
- Discussing and developing strategies to work cooperatively with others regarding practices and expectations.

Be professional in their approach by:

- As required, proofreading all written communications issued by them to parents or students or staff.
- As required, using current documentation, including using the school's current logo and form and style for all documents and presentations.
- Using ICT, including electronic communication, effectively and ethically.

Ensure school and faculty/stage policy is followed by:

- Complying with the faculty/stage handbook, Staff Handbook, School policy/procedure statements.

Show stewardship of the school resources by:

- Wisely using consumables and capital items.
- Sharing graciously and quickly returning borrowed items.
- Following agreed working practice in relation to use of rooms.
- Monitoring and maintaining classroom environment, including teaching resources and ICT; liaising with the KLA/Stage coordinator regarding required resources or servicing of rooms and equipment.

This Role Description is a guide only and is not intended to be an exhaustive or exclusive list of the duties of this position. It is subject to review and modification by the Principal at any time in response to the changing needs of the School.



Statement of Faith

I affirm the following to be true and declare my commitment to living in accordance with these truths as a servant of Christ:

The Bible is God's personal words to us announcing and explaining the Good News of salvation through the person and work of Christ. The Bible bears the authority, power and presence of God himself as he speaks these words to us. His words are complete. We cannot add to, subtract from or change them. They speak to all cultures and societies.

God has also revealed himself in his creation and in human nature. Every human being therefore knows that God exists, that he is powerful and that God is justly angry with mankind and therefore we are all without excuse. This revelation offers no way of salvation and so the natural reaction is to suppress this knowledge of God or replace God with gods of our own imagination. The knowledge of the way of salvation is revealed only through the Bible.

God has also graciously allowed all humanity to have a measure of knowledge and understanding of his creation such that were we to live in peace and unity there would be nothing on this earth that mankind could not accomplish. This knowledge and understanding, being then distorted by sinful belief, is confused, and to varying degrees becomes damaging and dysfunctional. All knowledge and understanding needs to develop within the framework of God's self-revelation.

There is only one God who exists in three persons, who are revealed to be the Father, the Son and the Holy Spirit. Each person is equal and all of God. God has no parts or dimensions. Each person relates to the others in intimate love and perfect fellowship. Each person carries out distinct roles and functions.

God is not a part of the created order. He exists independently and yet he is intimately involved in his creation. God is infinite, eternal and unchangeable in his being, love, wisdom, power, holiness, justice, goodness

and truth. All that exists, including time and space, has been created by him and continues to operate and exist only by his word and power. There is nothing that happens that has not been planned by God, whether good or evil. His plans and purposes cannot be thwarted in any way by any person or power.

God created all that is not God. He did so to glorify himself. We exist for his glory which gives our lives eternal meaning and significance. God created human beings in his image to glorify God and enjoy him forever. Being created in the image of God, though now damaged by Adam's sin, sets us apart from and over all other creatures. The image of God is the whole person, and cannot be limited to an ability or character trait.

When the first man (Adam) chose to disobey God in hope of being God's equal, he and all his descendants, being born under his leadership, were then separated from God. Since God put all of the creation under the rule of mankind, Adam's rebellion caused his creation to no longer operate in accordance with God's design. Sin had entered the world and the original beauty of creation began to be destroyed, including our relationship with God, our relationships with each other, our bodies, minds, attitudes, emotions and the environment around us. Since then people have used everything and everyone for the selfishness of human pride, motivated by personal pleasure, greed and glory rather than for the glory of God.

Being 'dead in sin' – separated from God by that first sin – every human being is conceived and born an enemy of God, damaged by the effects of sin, unable and unwilling to accept the truth about God, or to do anything that would be acceptable in God's sight without God's initiative.

From before creation, God, in his mercy and grace, planned to save some of humanity through Christ. The penalty for sin is death. Because God is just, the penalty for sin must be paid. So God himself became

a man, Jesus. He was born of a virgin, lived a sinless life, defeated Satan, and died in the place of all who, by God's grace and enabling, would repent and entrust themselves to him for salvation. Having satisfied the justice of God, Jesus rose from the dead, ascended into heaven and continues as the head of a redeemed humanity, being those people whom he chose before He created the world. From heaven he then poured out the gift of the Holy Spirit upon his redeemed people. At conversion, each believer receives the Holy Spirit, the indwelling presence of God, to empower us for Christ's service and ministry to a fallen world. He gives his people the abilities to build up one another to live lives transformed into the character of Christ working together in the assemblies of the church.

Every believer in Christ is commanded and sent by God to bring the Good News of this salvation to the world and, by word, action and attitude, bringing peace and grace to bear in the wider community.

For any person to be saved they must hear the Gospel as revealed in the Bible, and by the grace and work of the Holy Spirit be born again, and so change their attitude, be sorry for their sin, hate it and determine to live in obedience to God, putting their trust in Christ alone for salvation. God then declares the believer to be innocent of all sin and blameless forever. This is God's work of grace in us, not a work we can do ourselves. We cannot earn it or deserve it.

The believer is adopted into God's family as a child of God, and therefore must be committed to a local church that faithfully teaches God's Word, the Bible. This involves taking one's place in the assembly of the church, serving God by working to build up fellow believers. Our aim is to glorify God, study his Word, and be transformed into the character of God while working together to bring the Gospel to the community. Worship of God is all of life.

While I submit under God to the civil authorities, I thank God for them and pray for them. I recognise that God is supreme and all authorities must ultimately answer to him.

I understand that I live as a citizen of God's Kingdom in a world ruled by a sinful humanity driven by the deceitfulness of Satan. I therefore expect and accept that I will suffer. I am determined to bear whatever God's plans for me may be, mindful of the suffering of Christ, and the grace that saves me. I acknowledge that God's will, working out in his ways and plans, is often above my understanding. I submit in faith knowing that God works all things together for the good of his people and for his glory. As a disciple of Christ I am determined to ever seek greater knowledge, wisdom and understanding from God's word so that I will constantly put away the habits of my old sinful nature. With fervent prayer I want to learn to live as the new creature I am in Christ, and to build up my fellow believers in faithfulness and service to him until he returns.

I look forward to the return of Christ. I believe in the physical resurrection of the dead, and the coming of a new creation. I acknowledge the certainty of final judgement for all, the reality of hell which is the fearful prospect that awaits those who do not turn to Christ. I therefore commit myself to making the most of the time I have to call all people to turn to Christ for salvation and eternal life.

I seek to serve and be of benefit to the local community through the ministry of Christian schools as a means to teach and model the Gospel and equip children and young people to live in God's world, God's way as God's image according to God's Word. This involves the teaching of the Bible, engaging with the scholarship and culture of our society through the teaching of the required curriculum from a Christian perspective and analysis. This is done with love and care for each person and family making up the school community.



Application Process

Your application should include the following parts:

- Your covering letter in which you address the selection criteria
- Your resume stating:
 - Your academic qualifications and institution which conferred them
 - Your professional history in education
 - Other relevant professional experience which you feel might support your application
 - Recreational and cultural interests in which you may have been involved in your previous schools
 - The names and contact details of three referees (only to be contacted at a final stage of selection)
 - One of whom is your current Principal
 - Another must be the minister or pastor of the church you regularly attend
- [An Application Form](#) from the WCCS website.

Please submit your application in an email with attached parts to **employment@wccs.nsw.edu.au**.

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