CAPA Music Teacher
Full Time

INFORMATION PACK

WILLIAM CAREY
CHRISTIAN SCHOOL

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





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:

- Working in the High School, as part of the Creative and Performing Arts (CAPA) department with music as the primary subject focus.
- The role may also encompass leading ensembles, orchestra conducting, and other CAPA subject teaching based on the candidate's experience and interest.

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 WCCS Teacher is responsible for delivering high-quality, biblically informed education that engages students of all abilities, fosters academic excellence, and nurtures spiritual growth. This includes planning and implementing well-structured learning programs, managing classrooms effectively, and meeting curriculum, assessment, and compliance requirements.

The role requires active contribution to the pastoral care and wellbeing of students, building positive relationships with parents, and collaborating with colleagues to support the school's mission and community life.

The Teacher will maintain professional standards, uphold school policies, and steward resources responsibly, while engaging in ongoing professional and spiritual development.

Reports to:

Teachers report directly to their KLA Coordinator. Teachers report to the Deputy for cover for absences (as well as their KLA Coordinator), 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 remain committed to teaching the curriculum from a Christian perspective and analysis, integrating 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.
- A current and valid paid Working with Children Check clearance prior to commencement of employment, with ongoing maintenance of this clearance throughout employment.
- 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.
- Demonstrated experience teaching the NESA Creative Arts Music Years 7-12 syllabus (or equivalent curriculum), including the development of high-quality, sequential and engaging teaching and learning programs.
- Proven ability to design and deliver classroom music programs that develop students' skills in performance, listening, composition and musicology.
- Demonstrated experience planning, developing and directing repertoire and programs for student performances and music events.
- Strong musicianship, including the ability to model and develop musical skills across a range of student abilities.
- Experience conducting, rehearsing and managing instrumental ensembles, orchestras and/or choral groups, including repertoire selection and performance preparation (highly desirable).
- Strong piano accompaniment skills to support rehearsals, performances and classroom music programs (highly desirable).

Teacher role responsibilities:

Teach Christianly by:

- Planning and implementing 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:

- Developing programs for students of all abilities, using evidence based research and NESA syllabuses and supporting documents.
- Completing and submitting registers and evaluations of programs, within the given timeframe; using evaluation to inform future planning.
- Contributing to the development of scopes and sequences and delivering curriculum accordingly.

- Following assessment procedures, adhering to schedules set; maintaining records and samples of work and reporting to parents/carers in a timely fashion.
- Presenting documentation in a clear and unambiguous manner, utilising school templates, where appropriate (e.g. assessment tasks, excursions, exams).
- Consulting with the coordinator and colleagues when planning other activities that impinge on others, including checking school calendar for potential clashes of interest before booking.
- Ensuring that assessment practices meet the NESA requirements for registration and accreditation.

Manage and oversee classes by:
- Displaying an awareness and implementation of agreed working practice.
- Participating in grading conversations, if required.
- Setting standards for student achievement grades and moderating marking.
- Displaying good teaching practices in their classroom.
- Using a variety of effective classroom management strategies.
- Assessing students using a range of forms (e.g. formal and informal, diagnostic, formative and summative) to ensure effective feedback and reporting.
- 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.
- Setting standards for class expectations e.g. behaviour, bookwork.
- Ensuring lessons and resources are available for casual staff replacement/split packs/grade day.

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, including by planning wellbeing lesson activities and attending PC school camps as necessary.
- Advocating for students at grade/stage meetings.
- Recording awards and disciplines on Compass, the student management system.
- 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 staff/student/parent complaints within their area of responsibility and referring appropriately when necessary.
- Being prompt to classes, playground duties, exam supervisions, class covers (in lieu of or extra classes) and meetings.

Relate to parents by:
- Attending primary/high school information nights, promoting a positive learning culture and team mentality, being accessible to parents who have questions, contributing to preparing and evaluating resources as required.
- Supporting parent teacher nights by involvement in faculty/stage discussion prior to and after the event, regarding the focus of the interviews.
- Attending parent teacher nights in order to support students and families, fielding questions by students or parents, resolving conflict, and following up parent enquiries, requests and complaints.
- Attending other parent teacher interviews, including IPs, ensuring appropriate preparation for the interview, following up any issues arising, distributing significant information to relevant executive.
- 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.
- Having direct contact (phone or face-to-face conversation) with your pastoral care/primary class parents in

the first few weeks of school.
- Promoting class/faculty/stage events through Newsletter and/or blog articles.
- Supporting and being involved in school community events, assisting with resources where appropriate, developing rosters/roles if required.
- Supporting families and staff by investigating concerns and acting on findings; documenting and referring as required (e.g. NCCD), supporting school policies to the community.
- 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.
- Being involved in professional development, including developing biblical framework; maintaining currency of knowledge related to required curriculum; reporting back what you have learned.
- Undergoing performance review, celebrating achievements and pursuing growth.
- Using individual gifts and delegated responsibilities as appropriate and/or required.
- Supporting the maintenance of a resource management system as required.

Collaborate within the school community by:
- Adopting a collegial attitude towards all staff, students and parents.
- Liaising with others regarding shared 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:
- Proofreading all written communications issued by them to parents or students or staff.
- 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 (including electricity and water) and capital items.
- Sharing graciously and quickly returning borrowed items.
- Following agreed working practice in relation to use of rooms.
- Monitoring and managing appropriate teaching and faculty/stage resources, within budget constraints.
- 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

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.

Other Ways God Reveals Himself

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.

Human Knowledge

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.

The Trinity

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's Sovereignty

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.

Humanity

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, male and female, 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.

Marriage

God created marriage to be an exclusive commitment between one man and one woman for life. All sexual activity outside of that relationship is contrary to God's design and character.

Sin and its Consequences

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 sexuality, our relationships with each other, our bodies, minds, attitudes, emotions, and the environment around us. Since that time, 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.

God's Saving Work Through Jesus

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 God chose before He created the world.

The Holy Spirit

From heaven God 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.

Bringing Good News to the World

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.

Responding to the Gospel

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.

Commitment to a Local Church

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 active and regular participation in the local church, taking one's place in the assembly of the church and 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.

Civil Authorities

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.

Accepting God's Plans For Us

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.

Living as Disciples of Christ

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.

Christ's Return

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.

Christian Schools

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. The ministry of Christian schools involves weaving the story and teaching of the Bible as the key thread through the curriculum and in everyday practices, activities and operations while engaging with the scholarship and culture of our society. 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:
    - o Your academic qualifications and institution which conferred them
    - o Your professional history in education
    - o Other relevant professional experience which you feel might support your application
    - o Recreational and cultural interests in which you may have been involved in your previous schools
    - o 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.**

Expect great things