



POSITION DESCRIPTION AND SELECTION CRITERIA

KINDERGARTEN TEACHER

Incumbent: Reports to: Executive Officer, GKA

Location: Salary range: VECTAA 2009

Organisational context: GKA is a community based, not for profit organisation providing management, employment and support services to 32 kindergartens in the City of Greater Geelong and Surf Coast regions of Victoria. With over 100 staff, we are one of the largest kindergarten cluster managers in Victoria.

Role description: The teacher is responsible for the day to day management and development of kindergarten services for 3-5 year olds to achieve agreed plans and service outcomes. Hours of work are based on the operating pattern of the centre which may vary and are reviewed annually.

Key accountabilities - strategic overview	Objectives
<p>The GKA strategic plan requires:</p> <ul style="list-style-type: none"> • Fulfilling the obligations of Department of Education and Early Childhood Development as licensee on behalf of member centres • Achieving the highest possible standards in service provision with respect to the Children’s Services Act (1996). • Ensuring affiliated kindergartens deliver relevant responsive innovation based programs on research evidence and best practice that are inclusive of all children. • Regular review and evaluation of the service to ensure they are accessible and responsive to the needs of the community. 	<ul style="list-style-type: none"> • To plan and implement high quality, responsive early childhood programs which meet the needs of groups and individual children in community based kindergartens • To provide early childhood programs which have a commitment to active involvement of families and the local community • To provide programs which enable the centre to meet the requirements of the Victorian kindergarten policy, procedures and funding criteria, the Children’s Services Regulations (2009) and the Children’s Services Act (1996). • Programs are also to be conducted in accordance with the policies and procedures of the Geelong Kindergarten Association. • Promote broad competency development to assist children make a smooth transition to school

Specialist functions and responsibilities	Activities
<p>Operational planning, assessment of children and programs, community liaison and administrative tasks.</p>	<ul style="list-style-type: none"> • Plan, implement and evaluate programs which are based on a sound knowledge of early childhood development and educational principles • Provide and supervise high quality inclusive programs which are based on recorded observations and interpretation of children’s responses, needs and interests • Structure indoor and outdoor environments balanced with active and passive learning centres to guide children’s discovery, learning and positive group interaction. • Show care, respect and a commitment to confidentiality in all interactions with children, staff and families • Encourage parents to become involved in the general operation and decision-making processes of the Centre • Efficiently co-ordinate the Centre on a day to day basis within the confines of budget and policy • Provide information for families about the preschool program through discussions, displays, monthly reports and newsletters • Assess the developmental needs of children, including the need for referral to specialist services, and to provide information and advice for families • Provide information about enrolment and preschool education for prospective families • Participate in Committee of Management meetings in an ex-officio capacity, and to provide advice, recommendations and information about operational and programming issues • Participate in organisational initiatives such as Quality Development. • Maintain necessary records accurately and provide information as required by the Children’s Services Regulations (2009), the Committee of Management and GKA. • Knowledge of mandatory reporting and child protection legislative requirements. • Awareness of service networks, referral sources and resources available. • Ensure that an inventory of kindergarten equipment is maintained and that materials are safely stored.

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Authorisations	Accountabilities
Role as Primary Nominee	<ul style="list-style-type: none">• Act as Primary Nominee in the absence of the Licensee of the children's service.• Take such action as is necessary to ensure the health and safety of children and their families, and to make recommendations to the Committee and the Geelong Kindergarten Association about centre issues.• Ensure the Centre buildings and grounds comply with DEECD and GKA requirements and any remedial action identified during inspection is taken.• Purchase equipment and resources within budget constraints.
Relationship management	Responsibilities and activities
External and internal relationships	<ul style="list-style-type: none">• Assume day to day responsibility for the supervision and support of the Kindergarten Assistant, volunteers and students.• Display an welcoming and engaging Centre through an open, friendly and cooperative environment• Ensure close working relationships and effective communication with and support for the Committee of Management and parents in the conduct of the kindergarten program.• Actively communicate with parents on their children's progress through parent-teacher interviews.• Recognise, encourage and value the input of parents.• Deal effectively with complaints or other feedback in line with parent expectations and GKA policy.• Liaises with other GKA centre staff and the GKA Admin unit,• Regular interaction with specialist support staff, relevant community organisations, Council, State Government Officers and local schools in the provision of the preschool service.• Represent GKA and the centre if required, in public forums or professional settings.• Act as an advocate for the provision of kindergarten education, the benefits of the Centre and GKA.

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Developmental	Objectives
Task specific and training & development	<ul style="list-style-type: none">• Advise GKA and take early action for staff relief arrangements• Participate in staff appraisals which include a planned annual staff development process.• Participate in staff meetings on a regular basis.• Professional development activities are identified and undertaken as part of an individual staff development plan.• Become familiar with responsibilities as a Primary Nominee by completing the Nominee workshop.• Maintain up-to-date professional knowledge in the field.• Conduct local induction and regular appraisals for staff.• Timely response and forwarding of data collection/surveys
Work environment and physical aspects	
Work context and safety awareness	<ul style="list-style-type: none">• Working in a location geographically separated from close management contact.• Undertake manual handling (e.g. lifting, pulling, pushing, moving, transferring, twisting, supporting) of equipment.• Working at children's level. (e.g. sitting, squatting, bending)• Interact with people who could display verbal or physically challenging behaviour and/or the full range of emotional expressions.• Interact with people who have an intellectual, physical or sensory disability.• Work in a team environment and at times, independently.• At times, working alone within the kindergarten building & grounds.• Undertake active and adequate supervision of children and provide guidance to and supervision of other staff.• Administer evacuation procedures, lockdown, assembly areas, first aid & accident/incident management and reporting.

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OH&S	Responsibilities and activities
Occupational Health and safety co-ordination	<ul style="list-style-type: none">• Maintain self awareness of OHS policies and systems in place at GKA which are aimed at ensuring an injury free work environment.• Educate other staff on OHS policies and procedures• Ensure early reporting of any incident or hazard with potential for injury.• Ensure Centre buildings, grounds, fences and equipment are maintained to a high standard of safety, cleanliness and good repair.• Oversee health and safety of children on approved outside activities.• Conduct daily and other frequency checks for safety in the kindergarten.• Conduct safety audits and participate in safety reviews by OHS Rep.• Ensure evacuation drills and lockdown procedures are done.• Consult with OHS Rep and OHS committee and provide information as requested.• Participate in rehabilitation Return to Work plans for injured staff.

Policy and legislative compliance	Responsibilities and activities
GKA policies, Childrens' Services Act & Regulations, contractual arrangements and other relevant state and federal laws	<ul style="list-style-type: none">• Periodically review GKA policies published on the intranet to maintain a contemporary understanding of these obligations.• Review and monitor contracts in place to ensure they operate in accordance with the Childrens Services Act and regulations and agreed service levels.• Ensure GKA policies and workplace agreements are uniformly applied and the Childrens' Services Act is complied with.• Protect the privacy of personal information and confidentiality of sensitive information held.• Cooperate in inspections by the DEECD and GKA.

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Qualifications, skills and experience	Technical Competency	Personal Attributes
<p>Mandatory:</p> <ul style="list-style-type: none"> • A three year Early Childhood teaching qualification (minimum) as approved by the Victorian Branch of the Australian Early Childhood Association. • A current First Aid Certificate - Level 2 or higher, annual CPR and accredited anaphylaxis – 21827 or 21659 • Provide and maintain a current Police Record Check (for Primary Nominee only) and a current employee WWC assessment. • Complete the GKA Nominee Process. • Knowledge of current Children’s Services Act and Regulations. • Citizenship status or a valid visa with the right to work in Australia. <p>Highly desirable:</p> <ul style="list-style-type: none"> • Capacity to plan, implement and evaluate high quality educational programs for groups of young children • Capacity to provide inclusive programs which are based on recorded observations and interpretation of children’s responses, needs and interests • Capacity to assess the developmental needs of children and to refer to specialist children’s services as appropriate • Responsive to the needs and expectations of families, and a demonstrated understanding of issues which impact on families • Ability to work as a team member when working with co-workers, Committee of Management representatives and parents • Demonstrated commitment to ongoing professional development • High level verbal and written communication skills • Effective organizational skills to plan time and prioritise key tasks • Capacity to advocate about the primacy of high quality early childhood education • Computer literacy 	<ul style="list-style-type: none"> • Demonstrated understanding of kindergarten operations, early childhood education and development. • Strong planning, problem solving and organisational skills • Positive relationship building • Ability to lead a team • Situationally able to direct, coach and mentor staff • Capacity to manage change • Effective verbal and written communications • Good interpersonal skills including influencing and negotiation • Ability to provide constructive and clear feedback on performance or conduct • Able to use IT systems and software including email, internet and MS Office 	<ul style="list-style-type: none"> • Clear thinker with focus on outcomes. • Awareness of appropriate personal boundaries • Leadership style based on influencing and education of others • Professional appearance and self confident • Ethical and moral • Flexible in work and management practices • Active listener, inquisitive before forming judgements • Values relationships and teamwork highly • Self motivated and resourceful • Decisive with capacity to admit mistakes • Collaborative and consultative with stakeholders

Comments:

The above job description is accepted and agreed

Signed (Staff member).....

Manager

Date:.....

Date.....