



Learning Support Teacher (Senior School)

Oran Park Anglican College is a vibrant learning community in one of the fastest growing areas of Southwest Sydney. Catering for over 1300 students Prep – Year 12 in modern purpose-built facilities the College has established its reputation as providing a respectful, joyous and collaborative learning environment with strong pastoral support. We value academic rigour, comprehensive and inclusive pastoral care, service-learning opportunities, thriving sporting programs and excellence in the creative and performing arts.

The College is seeking a motivated, reliable and professional person to join our Learning Support Team. The team seeks to create a collaborative, inclusive and thriving educational environment where all learners can grow, flourish, and contribute as those who are made in God's image.

Our mission is to ensure equitable access to high-quality education, foster a sense of belonging, and empower students to reach their full potential. We strive to nurture professional communities and help to develop innovative practices that promote powerful learning habits. By valuing diversity, building on individual strengths, and adjusting approaches, we aim to create a safe, supportive, and connected environment where every student is welcomed and included.

Applicants must be able to support the College's Christian values and have a high level of comfort with change and be flexible and willing to be involved in a range of activities.

Position Summary

The Senior School Learning Support Teacher will play a key role in promoting the effective inclusion of students with diverse learning needs within the college community. This position focuses on ensuring equitable access and meaningful participation for students requiring adjustments across various curriculum areas and learning environments.

The role involves close collaboration with teachers, families, specialists, students, and support staff to design, implement, and regularly review personalized learning adjustments that foster student success.

| | |
|------------------------------------|---|
| Reports to: | Senior School Learning Support Coordinator |
| Status and Hours: | Full Time, Permanent 2027 Student supervision hours are 8 am – 3.30 pm, although an understanding is required that the role will require greater hours than this, including attendance at weekly staff meetings and other after hour events. |
| Full Time Equivalent (FTE): | 1.0 |
| Teaching requirements: | Classroom teaching will be a requirement of the role in line with operational needs of the College. |
| Commencement Date: | Term 1 2027 |
| Dress Code: | Oran Park Anglican College requires staff to dress in a professional manner, fitting of an independent school |

Major Responsibilities

The Learning Support teacher calls for a caring, approachable educator who can encourage, develop and nurture the growth of students in their care. The responsibilities include but are not limited to:

Student case management

- Maintain a caseload of students with identified additional learning needs across Years 7–12.
- Develop, implement and review Individualised Plans (IPs) in partnership with students, families, external therapists and relevant staff.
- Monitor and track student progress against learning goals and data and adjust plans accordingly.
- Maintain regular communication with subject teachers, year advisors, school counsellors and external therapists regarding individual students.
- Advocate for students' needs within the school community, supporting their access to curriculum, co-curricular activities and school life.

In – Class Support

- Provide co-teaching and in-class support across faculties and year groups in partnership with subject teachers.
- Work collaboratively with subject teachers to plan lessons that embed differentiation, scaffolding and adjustments for identified students.
- Model inclusive teaching strategies and provide collegial support to classroom teachers in meeting the needs of diverse learners.
- Deliver targeted in-class intervention to individuals or small groups within the mainstream setting.
- Withdraw students for small group or one-to-one sessions where appropriate, with a focus on literacy, numeracy, study skills or specific subject support.

Assessment and Program planning

- Administer and analyse standardised and diagnostic assessments to identify student needs and inform planning.
- Develop evidence-based learning programs tailored to individual student profiles.
- Ensure programs align with the NSW curriculum and relevant NESA frameworks.
- Maintain accurate and up-to-date documentation for each student in the caseload.
- Assist with managing Life Skills and intervention programs when required under the instruction of the Senior School Learning Support Coordinator.

Disability Provisions and Compliance

- Maintain effective documentation, communication, and collaboration to ensure compliance with NCCD requirements for students in the caseload.
- Maintain compliance with relevant disability legislation including the Disability Standards for Education 2005 and the Disability Discrimination Act 1992.

Communication and Collaboration

- Communicate proactively and professionally with parents and carers regarding their child's learning needs, progress and adjustments.
- Participate in Learning Support team meetings, year-level meetings and relevant faculty meetings.
- Collaborate with school counsellors, speech pathologists, occupational therapists and other external specialists.
- Prepare and present student information at case conferences, parent interviews and Learning Support team reviews.
- Contribute to the preparation of student support documentation for external agencies as required.
- Collaborate with the Senior School Wellbeing Team for students identified with diverse needs.
- Assist in the organisation and administration of NAPLAN and Minimum Standards Testing duties pertaining to supported students.

- Provide professional guidance to SLAs to ensure their in-class support is purposeful, consistent, and aligned to each student's individual learning goals.

Professional Learning and Staff Support

- Support subject teachers in understanding and implementing adjustments and evidence-based inclusive strategies for identified students.
- Contribute to the school's professional learning culture by sharing expertise in learning support, disability and differentiation.
- Remain current with research and best practice in learning support, special education and inclusive pedagogy.
- Have an active commitment to and involvement with the cocurricular life of the College.
- Model a Christian example in all activities and care for the spiritual welfare of the students in their care.
- Work collaboratively with other staff to promote the College's values: courage, curiosity, craftsmanship, collaboration and compassion.

Professional and Personal Attributes

The Learning Support Teacher is required to demonstrate strong relational and professional capacity, with the ability to support inclusive teaching practices that enhance student access, participation and learning. Essential criteria for this role include:

- A committed Christian, actively involved in a church community, with a desire to contribute to the Christ-centred mission and life of the College.
- Relevant tertiary qualifications in primary or secondary education and current NESAs teacher accreditation.
- Demonstrated knowledge of inclusive education practices, including evidence-based approaches such as Universal Design for Learning (UDL) and Multi-Tiered Systems of Support (MTSS), and the capacity to apply these in practice.
- Understanding of, and commitment to, legislative and compliance requirements including the Disability Discrimination Act (DDA) and Disability Standards for Education (DSE).
- Proven ability to design, implement and evaluate personalised learning adjustments informed by assessment data and ongoing progress monitoring.
- Highly effective communication and interpersonal skills, with the capacity to work collaboratively with staff, students, families and external professionals, and to manage sensitive matters with professionalism and confidentiality.
- Strong organisational and time management skills, with the ability to prioritise, manage competing demands and contribute effectively within a dynamic school environment.
- A proactive, flexible and reflective approach to professional practice, including a commitment to continual professional learning and improvement.
- A relational and inclusive approach that fosters a sense of belonging for all students, alongside a willingness to contribute to the co-curricular and broader life of the College, modelling the College values of courage, curiosity, craftsmanship, collaboration and compassion.

Desirable Criteria

- Previous experience in learning support and a willingness to teach in secondary school.

Additional Information

- References:** Provide three (3) referees one of whom should be the Minister of the Christian community you serve within, who can support your application.
- Salary:** In accordance with the Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025 or future approved agreement.
- Child Safety:** Oran Park Anglican College is committed to child safety. All members of staff are required to comply with applicable child protection legislation and are responsible for ensuring that the College's Child Safe policies, procedures and programs are at the forefront of all we do. As such, all members of staff are expected to satisfy child protection screening and adhere to the College's Child Safe Policy and Code of Conduct.
- WHS:** Oran Park Anglican College acknowledges that the health, safety and wellbeing of people and the provision of a safe working and learning environment are central to the values of the College. All members of staff undertake annual WHS training. The successful applicant will be provided with their WHS responsibilities at the time of appointment.
- Diversity and Inclusion:** Oran Park Anglican College provides inclusive, culturally safe and child-friendly services for all students. The successful applicant will be required to comply with policy and training requirements.
- Note:** All positions evolve over time and as such, the position description should be viewed as a guide with the full expectation that other duties as required will be a natural part of the role. The role will continue to evolve in consultation with the Principal.

The Application Process

Applicants are required to:

- Complete the "Application for employment – Teaching" form (found under the Employment tab on our website)
- Provide a 1-2 page cover letter which details your experience and demonstrates your ability to meet the essential criteria for this position, including a statement of personal Christian faith.
- Curriculum Vitae of no more than 4 pages

Please forward your application marked "Private and Confidential" to:

Mrs Naomi Wilkins
Principal
Oran Park Anglican College

Email employment@opac.nsw.edu.au

Website www.opac.nsw.edu.au

Applications will close on Friday 7 August or when the position is filled.

Vision

We strive to be a vibrant learning community that impacts every member for Jesus, through life-changing, caring, quality Christian education.

Mission

We do this by growing a strong and sustainable College community that nurtures Christ-shaped values of courage, curiosity, craftsmanship, collaboration and compassion.