

Position Description

Program or Function name:	Treatment Foster Care Oregon (TFCO)
Role Title:	Teacher
Award Classification: (If relevant)	Total Remuneration Package – Above Award Rate
Primary Office Location:	Adelaide
Reports to:	Program Supervisor, TFCO

OzChild

Founded in 1851, OzChild support vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

Child Safety

We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.

Role Purpose Summary

The purpose of the position is to provide support to strengthen the benefit of services to young people and their families in specified areas. Many students referred to TFCO have experienced trauma in their lives as a result of neglect, abuse, violence or being witness to violence, or disrupted attachment. Our students may have significant gaps in education and find it difficult to learn in a group setting, while presenting with behavioural and emotional problems at school. The purpose of the Teacher role is to provide educational support to young people in the program and work closely with the school and treatment team to support the child to achieve success in educational settings.

In doing so, the position will support the OzChild Way behaviours and accountabilities as follows:

- **We deliver evidence-based services:** Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.
- **Our customers determine our success:** Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high quality services to children and young people, their families and to carers/volunteers.
- **We deliver innovative solutions:** Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.
- **We set each other up for success:** Support collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.
- **I learn, adapt, grow, and embrace my cultural competence:** Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.

Position Specific Responsibilities

- Provide educational support to young people in the TFCO program.
 - Provide individual tutoring in a variety of settings.
 - Implement and review education plans for young people in the TFCO program.
 - Contribute to the development, implementation, and review of behaviour management plans.
 - With the program supervisor, coordinate with other professionals to ensure young people have required support to achieve educational outcomes.
 - Attend relevant school meetings.
 - Assist school staff to understand and respond to the behavioural, social and learning needs of the young person.
 - Attend weekly clinical meetings.
 - Provide record keeping of all clinical activities (case documentation).
 - Address needs of clients through model adherent referrals to community partners.
 - Implement a range of teaching, learning, and assessment strategies that result in improved student outcomes.
 - Be accountable to the performance outcomes of the program you are responsible for and ensure they are being met.
 - Ensure you are compliant with Quality, WHS and Risk management systems for the program
 - Completing all training as required by the program developers to gain accreditation in the Treatment Foster Care Oregon (TFCO) model and ensure your practice adheres with the model requirements. Participate in all model program training, supervision and consultation activities.
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Key Job Relationships

Internal

- TFCO-A Team
- National Support Office Teams
- Other TFCO Teams

External

- Young people and their families
- Government bodies
- Community Service organisations
- TFC Consultants
- Peak welfare associations and networks
- Schools & educational settings

Qualifications

Essential

- Tertiary qualification in Education that is recognised in Australia.

Screening and Licences

- OzChild conduct interviews, reference checks and ensure the completion of satisfactory safety screening including National / International Police Check and Working with Children Checks relevant to the State or Territory that employment and undertaking of position occurs.
- Must be able to drive, provide and maintain a valid Drivers' Licence and have access to reliable transportation.

Skills and Experience

- Demonstrated classroom teaching experience.
- Sound knowledge of a range of teaching and learning practices that lead to improved student outcomes.
- Expertise in the development of curriculum in the required subject(s), and success in improving outcomes for students.
- Experience in the delivery of a differentiated curriculum designed to meet the individual needs of students.
- Experience and knowledge of the education service system, particularly around how-to best support those at risk of poor learning outcomes and young people in out of home care.
- Experience with the administrative components of treatments including case documentation.
- Demonstrated ability to work as part of a treatment team.
- Ability to work cooperatively with Program Supervisor to implement weekly treatment plan, accept supervision well, be readily available for supervision, attend meetings, complete assigned paperwork
- Knowledge and skills in ensuring the health and protection of young people, leadership and management experience in this context.
- Knowledge of the Child Protection and out-of-home-care system, standards and practices.
- Experience implementing education plans for young people in out of home care.
- An understanding of cultural contexts and the unique needs of Aboriginal young people
- Good communication and organisational skills.

Mandatory Training

All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

Organisational Responsibilities

- Demonstrated ability to work as part of, and contribute to, a person-centred team.
- Facilitate good working relationships with all services of OzChild, the clients, their families and other people significant to the client.
- Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity.
- Attend client, employees related meetings, workshops, conferences and training as required.
- Ensure privacy and confidentiality are upheld at all times.
- Be familiar and comply with OzChild policies, procedures and other work instructions as updated from time to time.
- Represent OzChild and our services in a positive manner at forums, meetings and training with external agencies.
- Assist in the development of continuous improvement and service accountability initiatives as needed.

OzChild People Responsibilities

- Ensure compliance with OzChild's Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety.
- Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination.
- Participate in and complete all mandatory training and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position.
- Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes.
- Ensure the safety and well-being of self and other.
- Work together as a team and encourage and support others within their team.
- Speak up and making it clear when behaviour is unacceptable.
- Support those who are affected by breaches of policy or procedure and encouraging them to take action.
- Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

Safety and Wellbeing Responsibilities

- Assume accountability for safety and wellbeing for self and others.
- Undertake all duties safely and in accordance with applicable policy, procedures and processes.
- Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing.
- Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives.

- Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.
- Report any work related or non-work related injury or illness.
- Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.

Responsibilities stated herein reflect the primary functions of this job and should not be construed as an exhaustive list of duties. They may vary or be amended from time to time without changing the roles level of responsibility.

I have read and understood the position description.

Team Member Name:

Team Member Signature:

Date:

[Click here to enter a date.](#)