

WELCOME

RSHS
Recruitment
Process

2022



WHAT WE WILL COVER

- Rossmoyne Senior High School
- Culture, Values and Future Readiness Framework
- Recruitment process and timeline
- Learning Area specifics
- Q&A



ABOUT ROSSMOYNE

- Principal – Alan Brown
- Associate Principals – Janet Silburn Barker, Peter Klifunis, Charmaine Ford, Stephen Pountney
- Current enrolment of 2400 students
- Specialist programs in Maths, Music, Volleyball
- Gifted and Talented school for Languages, offering programs in Chinese, French, German and Japanese
- Special interest programs – bushrangers, debating, Duke of Ed, Chess, Interact Club
- Currently 250 staff – 195 Teachers and 55 Support



CULTURE

- Strong learning culture - committed staff and motivated students.
- Numerous opportunities for students – sport, music, leadership, pastoral care activities.
- Student Central and House system are aligned (4 houses – Ross, Barra, MacNeill and Stewart) and the staff in these roles promote the iCARE values to support student behaviour and well-being.
- All teachers are expected to develop a safe, caring and supportive learning environment, instilling a 'love of learning' in students and teaching 'future ready' skills



QUALITY TEACHING

- Expectation teachers will communicate and engage with parents to support student learning
- SEQTA – attendance, curriculum, pastoral care and reporting
- Future Readiness Framework – instructional framework, outlines the strategic focus for all teachers
- Professional Learning and Development – improvement focus: Expectation teachers will use reflective processes - observation room, student surveys
- Staff Development Co-ordinator and support for Level 3 teacher development
- Collegiate Groups and Wellbeing initiatives





ESSENTIAL SKILLS

- Good time management.
- Good interpersonal skills.
- Ability to work collaboratively – within and between departments.
- Ability and willingness to teach students of all abilities.





RECRUITMENT POOLS

- Teacher pools are being established.
- Permanent, fixed term, full time or part time vacancies for 2022 school year.
- Being selected to the pool means the applicant has been assessed as suitable and competitive. It does not guarantee appointment.
- Appointments are made from the pool as vacancies arise and valid for 12 months.
- Referral process still applies.



TIMELINE

* Please note this is an estimate only and confirmation of each stage is sent to applicants as part of the process

Action	When	Information
Positions advertised	Holidays (12 or 13 th July)	Opened for 2 weeks Need HOLAs to approve adverts week 10 or during holidays
Information Night	Week 1 (Tuesday 20 July)	PVAC – HOLAs to attend
Positions close	Week 2 (Monday, 26 July)	No late applications
Panel review applications	Week 2 - 3 (28 July through to 9 August)	Panel Review and initial shortlist (approx. 2 weeks)
Shortlisting Activity	Week 4 (due back on 16 August)	Shortlisted applicants complete task (sent to them by 11 August and due back 16 August)
Referee checks	Week 5 (returned by 18 August)	Two referees, one which must be your current Manager
Interviews	Week 6 – 7 (from 23 August to 3 September)	Interviews to be held across this period Applicants given 3 days' notice (advised by 18 August)
Panel consensus	Week 8 (6 September)	Panel final decision is made
Selection Report	Week 9 (13 September)	Selection Report finalised and approved by Principal
Applicants advised	Week 10 (20 September)	Four day appeal period



RECRUITMENT TIPS

- Follow the guidelines as per advertisement:
 - Maximum three (3) pages – application
 - Maximum two (2) pages – CV
 - Two (2) referees – one current Line Manager
- Australian Professional Standards for Teachers:
 - Professional knowledge;
 - Professional practice; and
 - Professional engagement.
- Familiar with our Future Readiness Framework and Business Plan
- Relevant and recent examples





LEARNING AREA - MATHS

Overview:

- HoLA Mathematics – David Tan
- Assistant HoLA – Lisa Robinson and Sarah Murray
- Specialist/Honours Coordinator – Mike Gibbon
- Number of staff - 25
- Speciality Areas - Focus classes to extension in Lower School, Essentials through to Specialist in Upper School, looking for flexible staff who can work across the spectrum.
- 2022 Focus : Continue the journey of the Investigation process; Formative Assessments; Numeracy
- Fixed term vacancies available for 2022





LEARNING AREA - HASS

Overview:

- HoLA – Meredith Beaton
- Assistant HoLA – Tom Dowsley
- Number of staff - 21
- Speciality areas - Economics, Accounting and Finance, Modern History, Geography, Politics and Law, Psychology, Certificate III in Business
- 2022 Focus - building on existing programs and outlines to enhance the teaching and learning of HASS in lower school
- Fixed term vacancies available





LEARNING AREA - SCIENCE

Overview:

- HoLA – Todd Wallace
- Number of Staff – 23 (Biological and Physical Sciences)
- Support Staff – 5 Lab Technicians
- Speciality Areas – ATAR Biology, Chemistry, Human Biology Physics and General Human Biology
- Other options – Medical Science and Science Discovery
- 2022 Focus – continue to review lower school curriculum and assessments with the aim of aligning the science learning area plan to the new business plan.
- Fixed Term Vacancies are available for 2022
- Other – looking for people that can work as part of the team given the number of classes in each year group.





LEARNING AREA - ENGLISH

Overview:

- HoLA – Delma West
- Assistant HoLA – Michael Nguyen and Leanne Bondin
- Number of staff – 24
- Speciality areas – Literature, EALD, focus, extension
- 2022 Focus – working collaboratively increasing the use of ICT
- Extracurricular activities - creative writing club and debating
- Fixed term vacancies for 2022 – various FTE





LEARNING AREA - HPE

- HoLA – Lisa Somers
- Number of staff – 14 plus 1 AFL trainee
- Speciality areas – Outdoor Ed, Volleyball, ATAR HPE and Health Studies
- 2022 Focus – working on the HPE vision of empowering students to become confident and capable life long participants of healthy and active lifestyles.
- Extracurricular activities – run club, athletics, swimfit, lightning carnivals
- Fixed term vacancies available





LEARNING AREA - ARTS

- HoLA – Jenny Erceg
- Number of staff - 10
- Speciality areas – Dance, Drama, Media Arts, Photography and Visual Arts
- 2022 Focus – work collaboratively to develop an enriched curriculum and raise profile of Arts
- Fixed term vacancy has been identified in Dance





LEARNING AREA – CAREER AND VOCATIONAL EDUCATION

- HoLA – Shane Lucas
- Number of staff – 5
- Cert II in Community Services
- 2022 Focus – opportunity to teach Certificate courses if trained, working with kids in Vocational program.
- Fixed term vacancies available



QUESTIONS

**Thank you for your time
and
good luck!**

