



# Chrysalis Montessori School Teacher Applicant Pack



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Thank you for your interest in employment at Chrysalis Montessori School. The application package includes the following:

- Advice to Applicants
- Expected Duties
- Selection Criteria
- Extract from the school's Strategic Plan

## ADVICE TO APPLICANTS

Your application must include the following:

1. Statement of claim against the selection criteria which addresses each one separately. Applicants selected for an interview must have demonstrated clearly that they meet all of the essential selection criteria.
2. Curriculum vitae outlining your qualifications, work history and achievements.
3. Copies of qualifications, certificates and the names of 2 professional referees together with their contact details.
4. A current TRBWA registration and a Working with Children Check will be a requirement before commencing in this position.

### *Submitting your application:*

Your application must be addressed as follows:

The Principal  
Chrysalis Montessori School  
3-5 Parkland Road  
Glendalough WA 6016

Applications may also be emailed or posted:

**Email:** admin@chrysalis.wa.edu.au  
**By Mail:** 3-5 Parkland Rd,  
Glendalough, WA 6016

**It must reach the school by no later than 4:00pm on the closing date 19<sup>th</sup> October 2018.**

**Late applications will not be accepted under any circumstances.**

- The short-listing process is usually completed within two weeks of the closing date.
- If you have not been contacted within this timeframe, unfortunately you have not been successful in being short-listed for an interview and no further correspondence will be forthcoming.

## GENERAL INFORMATION

### **Salary range:**

According to the Chrysalis Montessori School Workplace Agreement 2016 for Teaching Staff.

### **Hours:**

**FTE 0.4 position** - According to the Chrysalis Montessori School Workplace Agreement 2016 for Teaching Staff.

### **Term:**

One calendar year probationary period, then permanent full time.

### **Location:**

Chrysalis Montessori School  
3-5 Parkland Road  
GLENDALOUGH WA 6016

### **Application and submission information:**

Applicants must address the selection criteria as outlined in this document to be considered for interview.

### **Closing date for applications:**

**4:00pm 19/10/2018**

Short listed candidates will be contacted by telephone to arrange an interview.

### **Starting Date:**

Term 1 2019

### **Privacy statement:**

*Information provided on your application will be used for the purposes and in relation to your application for employment at Chrysalis Montessori School.*

## ROLE

Chrysalis School is seeking an innovative and passionate Montessori teacher to team-teach in one of our Lower Primary (six to nine) classrooms.

We are looking for a self-directed team player who takes pride in creating and sustaining the highest-quality educational environment to nurture the creative potential of each student and inspire the joy and love of learning.

## EXPECTED TEACHER DUTIES

1. To plan and implement programs based on the Montessori National Curriculum and the West Australian Curriculum
2. To implement the educational philosophy of Chrysalis Montessori School
3. To uphold the values of the School and responsibilities under children protection legislation and protocols, the impacts of abuse and protective interventions on the care and education of children.
4. To have a full understanding and knowledge of the Staff Code of Conduct, Child safe Framework and all Chrysalis policies and procedures and adhere to them to ensure safety for self, children, parents and other staff
5. To observe, reflect and plan specific interaction and learning experiences for individuals and groups of children.
6. To prepare and organize learning materials to meet the needs, interests and strengths of the children
7. To provide specialized or differentiated programs for students with diverse needs in consultation with the Team Teacher and Support Teacher
8. To observe and keep records (as far as possible) of the state of physical and emotional wellbeing of the children in his/her care, and to bring any concerns to the attention of the Principal.
9. To keep parents regularly informed on their child's progress regarding their academic, social and emotional development.
10. To ensure children are adequately supervised during class times and (as required) break times.
11. To operate in a collaborative learning environment, based on reflective practice, shared strategies, planning and professional discussion.
12. To contribute to the development of best practice and innovative teaching strategies through constructive involvement in staff meetings, informal staff discussions, professional development and colleague mentoring.
13. To be open to receiving feedback and strive for continuous improvement
14. To maintain accurate records of children's educational progress, personal development and school attendance.
15. To supervise Education Assistants and parent helpers as required.
16. To ensure lessons are adequately prepared before the commencement of each class.
17. To arrive punctually and to remain on the premises during the agreed hours of duty.
18. To ensure rooms are left in a satisfactory state of order at the end of each session.
19. To report and document any significant incidents or accidents.
20. To participate in the wider community of Chrysalis Montessori School as required in activities outside normal school hours (e.g. Parent interview evenings, parent education and school events).
21. To be available for staff meetings and parent interviews, at mutually agreeable times.

## SELECTION CRITERIA FOR PRIMARY TEACHER

### **Essential Criteria:** *Short answer response*

- A current Working with Children Check
- Primary Teacher qualification and a current TRBWA registration
- Mandatory Reporting training completed within the last 24 months at date of employment
- Montessori teaching qualification and experience
- Willingness to embrace the School Values
- Demonstrated understanding of the WA Curriculum and Montessori National Curriculum
- Demonstrated ability in the development and implementation of innovative teaching and learning programs
- Demonstrated commitment to open and effective communication with children, teaching staff and parents
- Competence in the use of information technology
- Demonstrated ability to work in a team
- Demonstrate the National Professional Standards for teachers
- Demonstrated ability in individualized and differentiated programming

### **Highly Desirable Criteria**

- Willingness to pursue Montessori studies if needed
- Ability to create and manage a differentiated curriculum
- Demonstrated ability and experience integrating the different Curriculum Areas in teaching and learning programs
- Demonstrated interests in specific curriculum areas e.g. The Arts, Technologies, etc.
- Demonstrated ability to work with in community-based settings
- A current First Aid certificate

## 1 Chrysalis – who are we and what do we stand for?

### 1.1 Our Purpose for Being

We are a community learning together and growing together to create a more joyous, just and sustainable world.

### 1.2 Our Values

At Chrysalis we strive to embed habits of mind and heart that we need very much to help our community thrive.

WE VALUE	What this means to Chrysalis	KEY WORDS
SENSE OF BELONGING	We cherish our community culture of engagement and involvement, recognising our interconnectedness and celebrating inclusivity and diversity. Every individual is worthwhile, unique and makes a contribution.	Safety Trust Acceptance Vulnerability Service Participation
CARE AND RESPECT	Our circle is cherished. All our actions and interactions show care and consideration for people, property, and the beauty of our environment. We nurture our own personal health and wellbeing. We respect the natural world and are stewards of the Earth.	Integrity Empathy Compassion Forgiveness Wellbeing
SELF DISCOVERY & PERSEVERANCE	Learning happens where there is desire, skill, challenge, and support. Our community strives to remove fears and obstacles to discovery so that our students may rise above their own expectations and do more than they thought possible. We view all our experiences as learning opportunities – both inside and outside the classroom.	Courage Challenge Adventure Self Awareness Empowerment Success and Failure
LOVE OF LEARNING	We nurture individual and collaborative passion, and an innate love of learning. We encourage curiosity, creativity, and critical thinking. We hold a core belief that learning, study, and work should be inspiring, meaningful, and enjoyable. This love leads to intrinsic motivation of students and a desire to be responsible for their learning.	Freedom Inspiration Openness Play Self-Discipline Responsibility
REFLECTION	We need time alone and in groups to think, explore our thoughts, make connections, and foster new ideas. Shared experiences bond and inspire us to continuous improvement.	Slowing Down Mindfulness Observation Perspective Revision Innovation
JOYFULNESS	Although each day might bring ups and downs, the overall experience of life has an undercurrent of joy and wonder. We are present, with an awakened human spirit. We are capable and confident in our self-responsibility, and passionate in using our unique talents to serve others.	Appreciation Gratitude Self Esteem Enthusiastic Positivity Generosity

The image below shows one way of considering the relationship between our values. We feel that the foundational value is 'sense of belonging' and, from that point, our values build upon one another as shown below.



### 1.3 Our Education Philosophy

Our philosophy has at its core Montessori pedagogy that honours the holistic development of each child while including the knowledge, understanding and skills outlined in the Western Australian Curriculum and Early Years Learning Framework.

Chrysalis Montessori School consistently seeks to provide the best possible curriculum that reflects our school philosophy, especially in celebrating diversity, individual growth, and a life-long love of learning. A summary of our approach to delivering on our educational philosophy is presented in the table below.

<p><b>OUR VISION FOR THE CHRYSALIS GRADUATE:</b> Our children are solidly on a path to becoming fully integrated excellent human beings, ready to take their place in the world.</p> <p><b>OUR MULTI-DIMENSIONAL VIEW OF ACHIEVEMENT</b> OUTSTANDING CHARACTER KEY KNOWLEDGE AND SKILLS QUALITY WORK &amp; CONTRIBUTION</p>		
<p><b>HOW WE DO - MONTESSORI</b></p> <p>Balances freedom with responsibility Encourages child's active role in learning Sets high standards of academic excellence Prioritises social awareness and moral development Teaches a universal interconnectedness, and a global vision of humanity and its accomplishments Inspires desire to engage and be of service</p>	<p><b>WHY WE DO</b> To embed habits of mind and heart</p> <p><b>WE VALUE</b> SENSE OF BELONGING CARE AND RESPECT SELF DISCOVERY AND PERSEVERANCE LOVE OF LEARNING REFLECTION JOYFULNESS</p>	<p><b>WHAT WE DO - EDUCATION</b> Enable leaders &amp; teachers to perform at the highest level to best support students</p> <p>Leadership - shared school vision Character &amp; Culture – actions align with values Curriculum - clear meaningful standards Instruction – alive with learning Assessment – holistic &amp; empirical</p>

### 3.1 KEY IMPROVEMENTS NEEDED (WHAT TO CHANGE)

The table below summarises, in each Key Focus Area, what we've identified as important to improve and/or change over the next five years.

<b>CULTURE AND COMMUNITY</b>	<ol style="list-style-type: none"> <li>1. Clarify why we exist, who we are, what we do and how we do it</li> <li>2. Strengthen the community through improved communication</li> <li>3. Build community culture by re-establishing our character of service and engagement</li> </ol>
<b>ROLES AND RELATIONSHIPS</b>	<ol style="list-style-type: none"> <li>1. Clarify expectations for Chrysalis community participation</li> <li>2. Embed our new board of governance model</li> </ol>
<b>OPERATIONS AND INFRASTRUCTURE</b>	<ol style="list-style-type: none"> <li>1. Improve our physical premises</li> <li>2. Evolve our capabilities to meet the challenges of modern education</li> <li>3. Focus financial planning on generating a surplus to harness technology and continuously improve our teaching and learning</li> <li>4. Establish clear policies and practices for staff review and development</li> <li>5. Prioritise annual maintenance</li> </ol>
<b>EDUCATION</b>	<ol style="list-style-type: none"> <li>1. Plan succession to maintain high quality of teaching</li> <li>2. Define and appropriately communicate (internally and externally) our educational point of difference</li> <li>3. Link professional development and resource planning to school improvement plan</li> </ol>



### 3.2 KEY SUCCESSES ACHIEVED (WHAT NOT TO CHANGE)

The table below summarises, in each Key Focus Area, what we've identified as working well, which we want to maintain over the next five years.

<p><b>CULTURE AND COMMUNITY</b></p>	<ol style="list-style-type: none"> <li>1. 'Chrysalisness' – that sense of belonging, interconnectedness with the community and positive feeling about the educational point of difference at Chrysalis</li> <li>2. Our strong community spirit</li> <li>3. How we make new parents and children feel welcome and valued</li> <li>4. Parent engagement in strategic decisions</li> </ol>
<p><b>ROLES AND RELATIONSHIPS</b></p>	<ol style="list-style-type: none"> <li>1. Leadership by an engaged, hands-on Principal</li> <li>2. Passionate, engaged staff who are both State and Montessori trained</li> <li>3. Engaged parents who make a whole-hearted contribution to Chrysalis</li> <li>4. Engaged students who feel empowered and capable of making a contribution</li> </ol>
<p><b>OPERATIONS AND INFRASTRUCTURE</b></p>	<ol style="list-style-type: none"> <li>1. Our natural playground</li> <li>2. Governance structure with clear division of accountability between the Staff and the Board</li> <li>3. Sound financial management</li> </ol>
<p><b>EDUCATION</b></p>	<ol style="list-style-type: none"> <li>1. Our educational approach that develops a love of learning</li> <li>2. Curriculum inspired by Montessori philosophy but which employs other educational best practices</li> <li>3. An education philosophy underpinned by the idea that children have agency – they have the capacity to make decisions and choices about their learning</li> <li>4. Small class sizes</li> <li>5. An emphasis on wellbeing and social and emotional development</li> <li>6. A camp curriculum including Junior and Middle Primary Camps and the annual Bibbulmun Challenge</li> </ol>