



Position Description

Position Title Science Teacher

Group: Science Faculty

Supervisor: Academic Leader - Science

Date of Review: August 2025

About Macquarie

Established in 2001, Macquarie is a thriving Pre-Kindergarten to Year 12 Day and Boarding Co-Educational School with a current student population of 650. As one of 18 schools within the Sydney Anglican Schools Corporation, we create a Christian educational environment that integrates faith, learning, and service, guided by the principles and values of the Anglican Church.

Our mission is to develop resilient young people who make a difference through a high-quality, affordable, Christ-centred education. Our values encompass Faith, Community, Character, and Excellence, and we value our shared Christian faith, a culture of lifelong learning, an inclusive and respectful community, and our deep connection to the Central West.

Macquarie staff are our greatest asset, with high-quality teaching and stable staffing in our school. We prioritise investment in their professional development and well-being. Through regular reflection and evaluation, we build capacity in future leaders, supporting teachers in their career growth.

We have high expectations around our learning culture, behaviour, and attendance. A growth mindset, and openness to new experiences are the norm. We encourage students to strive to be their best selves, every day. We recognise and celebrate their achievements. Students proudly wear uniforms and expectations around behaviour are clear.

Macquarie boasts a rich co-curricular offering in the domains of Sports, Arts, Academics, Agriculture and Service. Our Outdoor Education program is outstanding, with students in Years 3 to 12 participating in annual experiences in the great outdoors that challenge them and allow them to experience God's world beyond Dubbo.

Teaching and Learning

At Macquarie Teaching and Learning is designed to cultivate students' independence as learners, fostering habits that enhance their engagement and equipping them with strategies to become more effective learners. Our goal is for teachers in every classroom to impart subject-specific content and nurture lifelong learners' habits and character traits. Through this approach, students at Macquarie will develop a 'Learning Mind.'

The framework is inspired by Guy Claxton's Building Learning Power Approach, rooted in science and research. It emphasises the development of four key learning dispositions, known as the four R's: Resilient, Resourceful, Relational, and Reflective. Each disposition is further divided into specific 'learning muscles' that can be strengthened through targeted teaching and learning activities.

Key Principles

Encourages Continuous Improvement: Both teachers and students are motivated to become better learners.

Embraces Challenges: Students learn to tackle challenges without the fear of failure.

Structured Learning: Learning is broken into manageable chunks to facilitate understanding.

Builds Confidence: Students gain confidence in their learning abilities.

Integrated Approach: The framework is embedded in all aspects of learning.

Develop Lifelong Skills: Students acquire skills that will benefit them throughout their lives.

Common Language of Learning: Provides a shared vocabulary for students to comprehend and discuss the learning process.



Role Summary

The Classroom Teacher is responsible for the implementation of the Macquarie Anglican Grammar School's Teaching and Learning Framework through:

- Providing direction, supervision and care for students
- Effective delivery of the curriculum
- Maintaining professional standards
- Effective classroom management
- Emphasising the Christian ethos of the School

Key Roles and Responsibilities

Science Requirements

- Previous experience teaching OR demonstrated ability to teach Stage 6 Biology; Chemistry and/or Physics may also be considered.
- Have extensive knowledge of the current NESA Science curriculum in Stages 4 & 5 and Stage 6 science specialties.
- Demonstrated capacity to teach Science in Years 7-10.

General Requirements

- Teaching classes as timetabled, using the NSW Education Standards Authority Syllabus documents
- Actively support the School's mission, as a member of the *Anglican Schools Corporation*, through your professional and personal example both in and out of the School.
- Be well presented, well-spoken, and an ambassador for the School through your demeanour
- Comply with all Child Protection legislation

Key Accountabilities

Curriculum

- Teach classes as timetabled
- Work as a member of a Faculty
- Plan and organise programs and lessons for effective teaching to occur using the School Curriculum Planning document
- Differentiate the curriculum to cater for the range of abilities, interests and backgrounds of all students
- Develop, construct and implement a balanced range of assessment tasks to provide students with the opportunity to demonstrate their knowledge, skills and ways of working
- Evaluate assessment tasks, analyse data and maintain records of student achievement to inform teaching practice
- Provide timely and appropriate data-driven feedback to the individual student
- Moderate student performance to ensure consistency of standards across the School
- Report constructively through open communication with parents; by way of interview, telephone conversation, student report cards and the maintenance of anecdotal records;
- Become informed about students learning characteristics and academic capabilities through examination of Individual Learning Plans (ILP's)
- Communicate unsatisfactory academic performance and academic at risk to the Director of Studies or Head of Teaching and Learning
- Effective use of the School's online learning management tools.

Professional Standards

- Develop and maintain current knowledge and expertise of pedagogy and subject disciplines
- Attend professional development activities to improve teaching methods, pastoral skills and knowledge
- Work collaboratively as a member of the teaching team to ensure the best possible outcomes for the students
- Meet all deadlines within a timely manner
- Comply with Staff Code of Conduct
- Actively address accreditation requirements
- Attend Department and Staff meetings

Classroom Management

- Apply effective behaviour management techniques which are based on recognised theories of behaviour
- Have knowledge of and advise students of the School's Code of Conduct
- Encourage students to meet school expectations
- Interact with students in a courteous, firm, consistent and fair manner at all times
- Take responsibility for recording, managing and following-up inappropriate student behaviour
- Be punctual, manage time, lesson planning and assessment schedules efficiently
- Establish a learning environment where students feel safe to participate
- Demonstrate strategies to create a positive environment supporting student effort and learning
- Monitor student progress and liaise with the Academic Leader and/or Director of Studies or Head of Teaching and Learning regarding student individual learning needs

Pastoral Care

- Take responsibility for the pastoral needs, duty of care and standards of behaviour of all students inside and outside the classroom
- Report irresponsible or improper behaviour that is beyond normal classroom management techniques to your appropriate supervisor or Head of Wellbeing

Other

- The undertaking of extra-curricular activities is expected
- Supervise additional classes as required
- Comply with the accepted dress code of the School as outlined in the Staff Handbook
- Exhibit personal behaviour reflective of the ethos and Christian foundations of the School
- Follow Workplace, Health and Safety procedures
- Perform other reasonable duties as directed by the Principal

Key Selection Criteria

Qualifications / Licences / Certifications

- A degree in the relevant subject area, educational qualifications and current NESA registration

Essential

- A commitment to life-long learning and a passion for teaching
- A sense of innovation and creativity
- An enjoyment of working with young people
- A proven understanding of recent teaching methodology, including differentiation of the curriculum
- Strong interpersonal skills
- A willingness to be a member of a team and work collegially with other staff members
- A strong desire to be involved in the education of the whole child, socially, emotionally, spiritually and academically
- Excellent organisational skills
- Willing support for the Christian ethos of the School
- Proof of qualifications and disclosure on any matter that may affect your employment in this position will also be required before commencement.

Desirable

- An active commitment to the Christian faith
- A Master's degree in a specialised area of education or other postgraduate qualifications

Child Safety

Macquarie Anglican Grammar School is committed to Child Safety and complies with the requirements of the Child Protection (Working with Children) Act 2012. All employees are required to comply with applicable Child Protection legislation and are responsible for ensuring that The School's Child Safe policies, procedures and programs are at the forefront of all that we do.

All staff have a responsibility to report risk of harm concerns about children and young people, within their roles, and to provide support to children and young people.

The successful applicant is required to satisfy child protection screening and adhere to the School's Child Safe Policy and Code of Conduct.

Work Health and Safety

Macquarie Anglican Grammar School is committed to Work, Health and Safety with the requirements of the Work, Health and Safety Act 2011. All employees have a Duty of Care, a responsibility to ensure that they and other people are safe in the workplace.

Employees must:

- take reasonable care for their own health and safety
- take reasonable care for the health and safety of others
- comply with any reasonable instructions, policies and procedures given by their employer and business

Application Process

- Complete the Application for Employment – Teaching form which can be found under the careers icon on The Schools website
- Provide a cover letter and supporting statement (2 pages max.) regarding your experience which demonstrates your ability to meet the listed criteria

Please forward you application with above documents via email as one PDF document, entitled Private and Confidential to:

Mrs Alison Mitchell | Principal, Macquarie Anglican Grammar School

Email: employment@mags.nsw.edu.au

Acknowledgement

I acknowledge that I have received this position description and understand that this is not a contract of employment. I am responsible for reading and understanding this position description and complying with all position duties, requirements, and responsibilities contained herein, and any subsequent revisions.

Name: _____

Signature: _____

Date: _____