



POSITION: Teacher - Living Learning
REPORTS TO: Learning Specialist
LOCATED: Western Melbourne Metro, Sunshine and Werribee
DATE UPDATED: October 2024

ORGANISATIONAL ENVIRONMENT

Melbourne City Mission (MCM) is a leader and innovator in the provision of services to the community. Established in 1854, MCM is a non-denominational organisation that supports thousands of Victorian people and communities to overcome barriers and disrupt disadvantage to live their life, their way.

As a service provider MCM's work is focussed on supporting people to take charge of their own lives and participate fully in community life. MCM Group's service profile includes: Children, Youth, Adult and Family; Disability; Employment, Education and Training; Homelessness; Housing; and Palliative Care.

As a social change agent Melbourne City Mission advocates for social policy change and works across all sectors in seeking to achieve sustainable outcomes for communities experiencing disadvantage.

Hester Hornbrook Academy is part of the MCM Group. It is a Special Assistance School which provides flexible education and learning options, including VETiS (Vocational Education and Training in Schools), VPC (Victorian Pathways Certificate), VM (VCE Vocational Major), VCE and an *extend* program offering a variety of elective subjects. Recognising that mainstream education is not suitable for all young people, Hester Hornbrook Academy programs are driven by the personal pursuits of students.

JOB CONTEXT

Living Learning is a project initially funded through the Partnerships Addressing Disadvantage program with the Victorian Government. Living Learning works with young people who are persistently not in employment education or training (NEET) and who experience mental health conditions. Through the supports offered by Living Learning (mental health supports, Key Worker supports and specialist education supports) the aim of the program is to re-engage young people into Hester Hornbrook, to stabilise their mental health and work with them to achieve positive pathways in their lives. The project outcomes are measured by assessing various cost savings for government and education and health success for the young people.

The MCM Group's practice is underpinned by our Healing Oriented Framework (HOF), an important set of guiding principles developed with the aim of giving MCM Group a shared understanding of the prevalence and impact of trauma and traumatic stress on the health and wellbeing of the people with work with.

JOB PURPOSE

The primary purpose of this role is to deliver the Living Learning Program Logic with students in the program, both while they are enrolled at Hester Hornbrook and, as required, when they have left Hester Hornbrook.

The main objective is to assist young people to overcome educational barriers and engage with the curriculum

in an effective way. The teacher works in close collaboration with the LL West Hub team, Hester Hornbrook classroom teams, and other relevant stakeholders.

The role is designed to be highly flexible and responsive to the needs of the students. The work may be delivered on Hester Hornbrook campuses, in the community, in student's houses, and in other settings. The role may include one on one support with students, secondary consultations with other staff, attending excursions, group work, and interpreting educational data.

JOB OBJECTIVES

Duties of this role may include but are not limited to the following:

- Design and deliver a flexible and innovative education program to suit the Living Learning cohort, including those who are no longer enrolled at HHA.
- Deliver teaching and education program in a diverse range of environments, including in community outreach and off campus.
- Deliver secondary consultation to other Hester Hornbrook and LL team members.
- Support the development of curriculum, in collaboration with Hester Hornbrook.
- Liaise with Youth Workers and Education Support staff regarding student wellbeing and educational needs to ensure successful transitions and pathways post-secondary, or re-engagement back to school.
- Work in a flexible way, including on campus and outreach in the community, with frequent use of MCM fleet vehicles.
- Apply an understanding of our HOPE (Healing Orientated Program of Education) to support students in a way that allows them to Engage, Equip, Empower and Extend.
- Have a thorough understanding of a range of interventions that promote engagement, build rapport and develop prosocial behaviours and relationships.
- To lead/participate in excursions and outreach programs as needed.
- Supervise students and perform additional duties as per an allocated roster.
- Participate in regular supervision, whole school and campus meetings, the performance review processes and professional learning as required.
- Maintain competency with ICT systems such as Microsoft 365, Student Management Systems, Student Learning Platforms and other programs utilised in the school community.
- Ensure that all Child Safe, risk management and Hester Hornbrook /LL documentation is adhered to.
- Ensure services are delivered within the framework of MCM/ Hester Hornbrook policies and procedures, legislative requirements, and meet the relevant service standards.
- Perform other duties and responsibilities, as directed by the Leadership Team of LL.

KEY RELATIONSHIPS

This position may have relationships with a diverse range of Hester Hornbrook and MCM employees, external service providers, organisations and stakeholders within the community, with the view to providing the most appropriate and effective services and supports to the people they support. Examples of key relationships are

detailed in the following table:

Internal Relationships	<ul style="list-style-type: none">• Employees from the Hester Hornbrook /LL team (e.g. Youth Workers, Teachers & ESOs)• Employees from the Education, Training & Transitions teams• Employees from other MCM programs
External Relationships	<ul style="list-style-type: none">• Education Partners• Relevant community services providers• Student's families and communities

KEY SELECTION CRITERIA

The following key selection criteria must be addressed in the application in order to be short listed for this position:

- Ability to promote active learning by implementing strategies that are conducive to a supportive learning environment and respond to individual student learning needs.
- Demonstrated experience developing and implementing applied learning curriculum and elective programs.
- Demonstrated ability to engage young people in structured educational program, assist with educational assessment and testing, deliver individual interventions.
- Experience working with young people, LGBTQI young people and young people from diverse cultural backgrounds who have existing barriers to engaging in education.
- Demonstrated capacity to work flexibly, including outside of the classroom and campus environment, manage competing demands and to work as part of a team.
- Ability to provide supports in an outreach capacity, including driving MCM fleet vehicles.

Essential requirements of all candidates:

- Bachelor of Education or related discipline and a current Victorian Institute of Teaching (VIT) registration (provisional or full).
- Computer literacy, including proficiency in the Microsoft suite of programs.
- Understanding of relevant legislation, including Child Safe Standards as they are relevant to a Senior Secondary School setting.
- Satisfactory completion of safety screening including a National Police check, International Police check (if required), and the right to work in Australia, Victorian Driver's License (full).

Desirable:

- Experience working with people with mental health conditions and dis-engagement from education.
- Experience delivering targeted interventions.

- Experience in analysing educational data.

ORGANISATIONAL REQUIREMENTS AND COMMITMENTS

Workplace Health & Safety:

HHA/MCM's strategy is to create a working environment in which we have zero tolerance for compromised worker safety. As an employer we endeavour to provide a working environment that is safe for all employees and clients and adheres to Occupational Health & Safety regulations as an employer.

As an employee, you also have Occupational Health & Safety responsibilities as follows:

- To comply with all Hester Hornbrook /MCM policies related to Occupational Health and Safety in the workplace.
- Take reasonable care of your own health and safety in addition to the health and safety of your colleagues and clients who may be affected by your acts or omissions in the workplace.

Client Wellbeing and Safety:

We are committed to the safety and wellbeing of children, young people, people with a disability and other vulnerable people. We have a zero tolerance of abuse and neglect of all vulnerable people and are committed to actively contributing to a safe organisation in which children, young people, people with a disability and vulnerable people are protected from violence, abuse and neglect. All employees are required to comply with the Child Safe Standards.

Operational Accountability:

Hester Hornbrook /MCM is committed to operating efficiently, ethically and remaining operationally and financially sustainable.

As an employee you are expected to operate within the requirements of our accreditation, registrations, delegations and work responsibilities as detailed in our various policies and procedures, Code of Conduct and regulatory guidelines.

COMPLIANCE

As an employee, you are expected to comply with the following:

- Comply with and actively support all position, division and organisational policies and procedures.
- Satisfactory completion of safety screening VIT Registration, National Police check, International Police check (if required), and the right to work in Australia.
- Maintain a full Victorian Driver's License.

LEADERSHIP CAPABILITY FRAMEWORK

In addition to the key selection criteria, applicants should be able to demonstrate the following attributes:

KEY AREA	BEHAVIOURAL CAPABILITIES
PARTNERSHIPS	Collaboration & Cooperation Seeks to find the right solution for all. Stays connected and works together with colleagues and customers to achieve great things.

PARTNERSHIPS	Influence & Persuasion Delivers a compelling message to gain support for ideas or projects. Acts to influence outcomes for the benefit of the people we work with.
PARTNERSHIPS	Credibility & Integrity Establishes credibility and trust in the eyes of clients, colleagues, regulators, funders and partners. Is recognised as being principled and as having expertise as a leader.
REPUTATION	Provable Results Is accountable. Delivers measurable outcomes. Driven and energetic; striving to meet targets and quality outputs for customers and colleagues.
REPUTATION	Disrupting Disadvantage Promotes fairness and seeks to provide added advantage and opportunity to those who would normally be disadvantaged.
PEOPLE	Resilience & Bounce Back Deals effectively with unexpected challenges and adversity. Quickly recovers to take a positive stance to set backs and disappointments.
PEOPLE	Builds Capability & Realises Potential Plays an active role in their own and others' development. Encourages and inspires others to realise ambitions and potential.
PEOPLE	Safety First Always puts safety first. Creates a safe, healthy and caring workplace that is expressed in all operational activities and interactions with others.

OUR VALUES

Employees are expected to commit to and demonstrate Hester Hornbrook /MCM's values:

TOGETHER	<p>We are inclusive and accepting of difference.</p> <p>We work in highly effective teams and our people are connected across our organisation.</p> <p>We engage proactively with others to deliver outcomes.</p>
COURAGEOUS	<p>We speak up constructively in line with our convictions.</p> <p>We pursue our goals with determination.</p> <p>We are passionate about our advocacy role.</p>
CURIOS	<p>We are inquisitive and ask why.</p> <p>We challenge the status quo.</p> <p>We actively explore the alternatives.</p>
OPEN	<p>We are transparent and have genuine, honest interactions.</p> <p>We listen and hear people's voices.</p>



We value and respect the autonomy of clients.

We trust one another.

We act safely in all our interactions.

We manage within our financial and resource boundaries.

We own our outcomes and decisions.

We are proud of the work that we do.

ACCOUNTABLE