St Marcellin Catholic College

Early Years / Primary Teacher Applicant Package

St Marcellin

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St Marcellin Catholic College is a Foundation K-12 community located in the beautiful coastal town of Madora Bay, Western Australia.

Vision and Values

Educating in the Marist Tradition, the College is inspired by St Marcellin Champagnat who sought to make Jesus known and loved by all. St Marcellin was a seeker of knowledge with a heart that knew no bounds.

This community has a vision to develop young people with **'Strong Minds** and **Gentle Hearts':** people of **Hope**, demonstrating through their actions, **Compassion** and **Humility.**

In Marist schools, as Christ centred communities, we strive to model and share the Gospel values with our young people. Our College has community at its heart.
You would be invited to join a culture that understands that positive and meaningful relationships are everything. Our story is about caring for each other, fostering positive relationships and welcoming all.

Marist Characteristics

Simplicity - Marcellin believed that simplicity means accepting ourselves as we are, with all our strengths and weaknesses. He urged us to be transparent, to be people of integrity, and to let people – especially young people – see us just as we are.

Love of Work - Marcellin, the builder, shows us the importance of being ready to "roll up our sleeves", prepared to do whatever is needed for the vision of our community. We follow his example in being generous of heart, constant and persevering in our daily work.

Presence - Marcellin wanted his followers to do nothing less than immerse themselves in the lives of the young - "constant presence" among them, he called it - and to show them at all times what it is to live as a good Christian and citizen.

Family Spirit - It is something tangibly experienced. You feel it in the warmth of the College. You feel it in the welcome and hospitality. You feel it in the lack of pretence or arrogance. You feel it in the sense of belonging and the broad inclusivity of that. You feel it in people's care and kindness. You feel it in trust and respect.

In the Way of Mary - Marcellin knew Mary would be the best possible model of one who prized each human being for their own sake. Mary shows by her humility and generosity, the claims of the common good. In a world which put up and pulled down others, Mary revealed that the real God was someone with dusty feet.

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Learning and Pastoral Approach

Pastoral Approach	Learning Approach
Christ centred & child focused	A lively place of learning
Known and loved	Curiosity and connection are celebrated
Strong Minds & Gentle Hearts	We are invited to learn within and beyond the classroom walls
Hope, Compassion, Humility	Spaces that invite inventive play
Built on intentional and positive relationships	Data rich and data informed
Empowering	Celebration of growth
Correction is respectful and restorative Just, Kind and Forgiving	Active learning
Explicitly taught communication skills, problem solving and interpersonal skills	Challenge and support
Everyone has an honoured place	Energetic, collaborative, joyful but calm predictable and secure
Hospitality is evident	Self directed learners who see problems as puzzles
Relationships are warm and informal	Strive for excellence

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Overarching Position Statement

A teacher at St Marcellin Catholic College will commit to building community as a priority. They should personally demonstrate our motto of Strong Minds and Gentle Hearts.

As voracious learners themselves, they will be committed to the design of collaborative and authentic learning experiences for the students of St Marcellin Catholic College.

This position requires an individual to possess compassion, humility, patience, agility and outstanding communication skills.

Pastorally, educators should be aligned with a vision of restorative practice across the College where correction is just, kind and forgiving.

A demonstrated capacity to successfully support students in achieving both their academic and social emotional goals is essential.

In the Early Years, teachers should be pedagogically aligned with the Reggio Emilia approach, whilst demonstrating a commitment to the teaching of core skills alongside the Kindergarten Guidelines and SCSA curriculum. Beyond the Early Years, teachers should be confident in inquiry-based pedagogy.

Key Responsibilities

Catholic Ethos and Marist Traditions

- Demonstrate a personal commitment to the College Vision and Values underpinning the delivery of a Catholic education to students in our College community
- Actively work to promote the charism of Saint Marcellin Champagnat and the mission and life of the Catholic Church within the College
- Uphold the value and dignity of each person in relationships with staff, parents and students
- Welcome our community warmly
- Demonstrate a capacity to build a community where belonging prevails
- Hold an image of our students as competent, capable, creative, responsible, resourceful and resilient

Knowledge

- Be passionately aware of and immersed in the concerns and needs of our young people
- Design and implement teaching strategies that are responsive to the learning strengths and needs of our students
- Ensure that planning and assessment adheres to the mandated curriculum requirements of EYLF, Kindergarten Guidelines, SCSA Western Australian Curriculum and Assessment and the WA Religious Education Curriculum
- Develop teaching activities that incorporate differentiated strategies to meet the specific learning needs of students across the full range of abilities
- Use effective teaching strategies to integrate digital tools into learning and teaching programs to make selected content meaningful
- Develop and implement Individual Education Plans for students with learning difficulties or additional needs
- Be data informed to ensure students are engaged, challenged and progressing

Practice

- Design creative and purposeful learning programs that are child-centred and ignite a love of learning, allowing our students to achieve their personal best
- Be adept at creating inviting, inspiring and challenging learning environments
- Inspire, nurture and support student learning through pedagogical techniques and resources that promote and foster curiosity, creativity, collaboration and critical thinking.
- Promote excellence and celebrate student growth
- Maintain comprehensive on-going assessment records to inform future learning
- Collaborate with colleagues to ensure a consistent approach to teaching and learning.
- Be agile and adaptive to each student's individual needs and talents
- Willingness to question one's own thinking, as well as students' thinking
- Willingness to explore new ideas with students, as co-researchers and co-learners
- In the Early Years, understand that 'real-life' investigation and play is the trigger for meaningful learning, into which early literacy and numeracy experiences are embedded
- In the Early Years, prepare provocations to stimulate students' questions, deep thinking, collaborative problem-solving and shared understandings
- Encourage the development of student agency in lesson design

Engagement

- Model excellence and demonstrate a commitment to personal and professional growth
- Promote connected, open classrooms and collaborate with colleagues to build the pedagogical capacity of our team
- Establish and maintain respectful collaborative relationships with parents/carers regarding their children's learning and wellbeing
- Participate in professional and community networks and forums to broaden knowledge and improve practice

Create and Maintain Supportive Learning Environments

- Consider, prepare and curate an organised classroom environment that is safe, inviting and encourages students to collaborate and inquire
- Develop and maintain classroom routines that are age appropriate
- Display enthusiasm, compassion and build effective relationships
- Promote student wellbeing through Marcellin Group to foster social emotional growth
- Approach student behaviour in a positive, consistent, and constructive manner, enabling all students to work in a cooperative environment
- Demonstrate a commitment to child safety and an understanding of the CEWA Child Safe Framework

Requirements (CECWA Policy: Appointment of Staff in Catholic Schools)

- As a condition of employment, staff are committed to Catholic values to cooperate actively in fostering the College's mission through its life and curriculum (Bishop's Mandate)
- As a condition of employment, staff teaching Religious Education are required to be Catholic
- Staff must be fully supportive of the objectives and ethos of Catholic Education
- Child safety and protection is a fundamental responsibility for everyone in the College
- Have completed or undertake to complete Accreditation in accordance with the CEWA Accreditation Framework

Please note
This position description provides a general overview of the role and responsibilities of the position. It is not intended to be all inclusive and the incumbent may be required at the discretion of the Principal to perform tasks, duties and responsibilities not otherwise listed. The Principal reserves the right to change this position description in consultation with the successful candidate to meet the needs of the College.

Selection Criteria

- Willingness and desire to actively support the Catholic Ethos and Marist Vision and Values of our College
- A commitment to learn and engage fully with restorative practice in a non-punitive model
- Demonstrate tenderness, warmth, and compassion in and outside of the classroom
- Demonstrated capacity to build community
- Demonstrated capacity as an outstanding Early Years /Primary practitioner, within a play-based / inquiry philosophy
- Evidence of resilience and the capacity to adapt to challenge
- Be a seeker of knowledge with a voracious desire to learn
- Demonstrated capacity in deeply knowing and supporting students in order that they should progress academically, socially and emotionally
- Demonstrate excellent communication skills
- Expertise in offering an extra-curricular skillset to a growing community

Position Details

St Marcellin Catholic College is seeking applications from Early Years & Primary Teachers to join our Foundation College in its third year of operation.

Title	Early Years Teacher / Primary Teacher
Accountable to	College Principal
Hours of Work	1.0 FTE Ongoing
Commencement	1 January 2027

Application Process

To apply please submit:

- A covering letter addressed to the Principal, Ms Anita Da Silva
- Separate statement addressing Selection Criteria
- Completed Application Form
- A current copy of your TRBWA and WWC card

Applications to be emailed to employment@stmarcellin.wa.edu.au .

Applications close Monday, 26 October 2026 at 10.00am

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