

Devonport Christian School



Working at Devonport Christian School

Version	4.0
Responsible Officer	Principal
Authorisation	DCS Board of Management
Effective Date	15 May 2006
Modifications	Minor Review 23 March 2009 – Principal Minor Review March 2011 – Principal Review March 2013 – Board Review May 2015 – Updates to 2.17 & 2.22 Review February 2018 Update due to CMEA April 2019 Update Vision and Mission April 2021 October 2021: Review, minor update & updated Vision and Mission
Superseded Documents	
Review Commencement Date	February 2024 (3 years)
Associated Documents	DCS Code of Conduct

Devonport Christian School

OUR VISION:

A leading, truly Christ-centred school community, where students learn to love God, pursue excellence and flourish to reach their full potential.

OUR MISSION:

Devonport Christian School is a Christ-centred school community that develops students through high quality, holistic education.

OUR VALUES:

At Devonport Christian School we value ...

1. Christ-Centredness – in our character and all we do

'In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven' Matthew 5:16

2. Holistic Education – enabling children to develop physically, socially, emotionally, academically and spiritually

'Let this endurance complete its work so that you maybe fully mature, complete, and lacking in nothing.'
James 1:4

3. Excellence – by all, in all things

'...whatever you do, do it all for the glory of God.' 1 Corinthians 10:31b

4. Family partnerships – working with and supporting caregivers in their role as the child's primary educator

'Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.' Ecclesiastes 4:12

5. Authentic community – serving and supporting all members of our school

'Be devoted to one another in love. Honour one another above yourselves Be joyful in hope, patient in affliction, faithful in prayer.' Romans 12:10 and 12

6. Godly leadership – through all levels of the school

'Good leadership is built on love and truth, for kindness and integrity are what keep leaders in their position of trust.' Proverbs 20:28

WORKING AT DEVONPORT CHRISTIAN SCHOOL

YOUR EMPLOYER

Staff are employed by the Board of the Devonport Christian School Inc.

1. INDUSTRIAL MATTERS

Teaching staff are covered by the "Tasmanian Independent Christian Schools (Teachers) Multi Enterprise Agreement 2019". A copy of this document is available at the school.

Non-Teaching staff are covered by the "Educational Services (Schools) General Staff Award 2010". A copy of this document is available at the school.

2. The Schools Expectations

- 2.1 Staff will be committed Christians, involved in regular worship, and active in expressing their faith through their lifestyle.
- 2.2 Staff will subscribe to the Statement of Faith of the Association and be committed to the Christian values of the school.
- 2.3 Staff will uphold the DCS Code of Conduct for all employees and the Child Protection Policy and Procedures and complete the signed reference sheet annually.
- 2.4 Staff will pray daily with colleagues and students and participate in the worship activities of the school.
- 2.5 Staff will work within the school's authority structure (Board, Principal) and actively support the policies of the Association and school e.g. Representation on a committee or DCS Community etc.
- 2.6 Staff will maintain a professional awareness of developments in teaching and Christian Education through personal scholarship, further study, reading and membership of professional bodies.
- 2.7 Staff will attend training sessions and conferences where requested including the Certificate of Christian Education, and other conferences arranged for Christian Education National Schools in Tasmania (normally 2 days per year).
- 2.8 Staff will attend school events, meetings and activities out of normal hours including Parent-Teacher Interviews, Year Level Information Nights, School Community evenings, Annual General Meetings of the Association and DCS Community, Professional Development Activities, the School Community Events, School concerts and events etc.
- 2.9 Staff will actively support the co-curricular programme of the school e.g. coaching / managing sports teams, camps, band, groups, concerts etc.
- 2.10 Staff will be responsible for allocated times of yard supervision per week.

- 2.11 Teaching staff will be professional with their programming, thorough with their lesson planning, competent in their teaching, prompt with their marking and keep effective and meaningful evaluation, assessment and students' files.
- 2.12 Teaching staff will be positive with their discipline and direct students in their behaviour, attitudes and actions.
- 2.13 Teaching staff will take initial responsibility for the pastoral care of their class group.
- 2.14 Staff will ensure that their classrooms and work areas are tidy and well presented.
- 2.15 Staff will be prompt for the morning briefing (8.00 am) and the start of lessons, supervision, meetings etc. Staff may leave at the end of the day after they have completed their roles and allowed appropriate time for meetings and communication with parents and team members.
- 2.16 Part-time teaching staff and non-teaching staff will be required to contribute to the school's day to day operations and meeting expectations on a negotiated pro-rata basis.
- 2.17 Staff will maintain a high standard of dress and personal presentation.
- 2.18 Teaching Staff will attend staff meetings weekly (approximately 60-80 minutes after school hours). There is a fortnightly focus on administration and each week a collaborative planning Curriculum Development meeting (approx. 60-80 minutes after school hours). There are also team planning and teaching sessions as required by team leaders and the principal.
- 2.19 Staff will have consideration for the staff room and the teaching / working environment of other staff.
- 2.20 Staff will work together as members of a Christian Community (one body, many parts).
- 2.21 Staff will work to help students to develop a Christian vision of life so that they become effective stewards of God's creation.
- 2.22 Staff will support and operate under all WH&S matters covered under the Work Health and Safety Act 2012
- 2.23 Staff will be committed to the school Child Protection Statement incorporating the Child Protection Policy and Procedures.
- 2.24 Staff will understand the school is required to follow and comply with Government laws, mandates and guidelines. Therefore, staff employed by the school are required to follow and comply with those directives in order to fulfil their work obligations.