

POSITION DESCRIPTION

Secondary English Teacher (Learning Development and Enrichment)



**MATTHEW
FLINDERS**
Anglican College

JOB CLASSIFICATION

Position title:	Secondary English Teacher (Learning Development and Enrichment)
Reports to:	Head of Secondary via the Head of Department
Employment type and tenure:	Permanent, Part-time (0.8 FTE)
Department / School:	Secondary School
Location:	Stringybark Road, Buderim, Queensland
Industrial instrument:	The Queensland Anglican Schools Enterprise Agreement 2021
Position classification:	Teacher
Last updated:	September 2026

ORGANISATIONAL CONTEXT

Matthew Flinders Anglican College is a co-educational College that cares for more than 1400 students in P-12 and 140 Early Learning Centre children. The College was established in 1990 and is located on the Sunshine Coast in Buderim. The College has extensive facilities, comprehensive sporting and co-curricular programs and is committed to using technology to enhance educational opportunities.

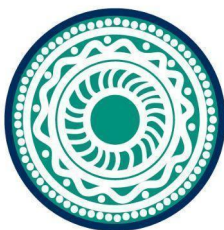
Our Mission

Through transformational learning experiences, we inspire our students to achieve academic excellence, develop a profound sense of humanity and be motivated to create positive change in the world around them.

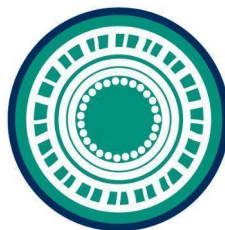
Our Vision

To Educate for Excellence in Learning and Life.

Our Values



Compassion: We are aware of suffering and are motivated to treat others with kindness, care and understanding.



Courage: We act bravely to overcome our fears, accept challenges and learn from our mistakes.



Integrity: We act with honesty, moral strength and grace, guided by humility and compassion.



Respect: We have a high regard for self and others, and for the wider community, and treat each other accordingly.

ABOUT THE POSITION

Position summary

The Secondary Teacher (Learning Development and Enrichment - Literacy) is responsible for enhancing the literacy skills of students requiring support to access the Year 7-12 English curriculum. This role involves working independently and collaboratively with English teachers to modify curriculum content and implement effective pedagogical strategies that address the diverse learning needs of students.

The Secondary Teacher (Learning Development and Enrichment - Literacy) will demonstrate expertise in differentiating English and Literacy curriculum to meet diverse student needs.

The LDE Teacher plays a key role in supporting student learning outcomes by ensuring students receive tailored assistance and adjustments, enabling them to succeed within the curriculum.

Primary relationships

- Report directly to the Head of Secondary via the Head of Department
- Work collaboratively with staff in other departments across the College
- Liaise with parents and families of Students and members of the Flinders community

Main responsibilities

At Matthew Flinders Anglican College, the Flinders Framework for Teaching and the **Flinders Professional Behaviours** documents inform our daily practice and outlines the professional expectations for the role of a teacher. All teaching staff are expected to have a deep commitment to developing high level competence as outlined in the Framework:

1. Plan and prepare effective, differentiated teaching and learning programmes using extensive subject domain knowledge, instructional and assessment practices which are responsive to students, data and which are supported by the skilful selection and use of resources.
2. Create a culture of learning through high expectation, support, respect and rapport where student behaviour is monitored and responded to appropriately, and where classroom procedures and physical design, along with positive relationships, support high levels of engagement and achievement.
3. Embed school-based evidence and data-informed assessment and pedagogical instructional approaches which are engaging, flexible, responsive and lead to student mastery of surface, deep and deeper learning.
4. Enact the highest standard of professionalism, always treating all individuals with respect and dignity, and embracing the College vision and values through professional reflection, a proactive approach and involvement with professional learning and the broader co-curricular life of the College, respectful and timely communication, accurate record keeping and the ability and desire to work collaboratively and collegially to achieve stated goals and ongoing improvement.

ABOUT YOU

Person specification

Essential qualifications

- Teacher Registration with the QLD College of Teachers (or ability to obtain)
- Bachelor's degree
- Post-graduate qualification (desirable)
- Experience teaching Secondary English

Demonstrated knowledge, experience and skills

- Exemplary teacher of English and Literacy with extensive experience in differentiating the Year 7-10 curriculum to meet diverse student needs.
- Proficient in assessing student learning needs and using this insight to develop and implement effective teaching programs and educational adjustments across the curriculum.
- Experience with the Response to Intervention (RTI) Framework, including the development and implementation of learning support and enrichment programs, is advantageous.
- Capable of working proactively within a collaborative secondary teaching team to foster student success.
- Strong communication and interpersonal skills, with the ability to engage positively and confidentially with parents, teachers, and stakeholders about student progress and needs.
- Working knowledge of EAPs, IEPs, and the NCCD, with the ability to design and implement evidence-based interventions to support secondary students with additional learning needs.
- Experience with assistive technology and the creation of online resources to enhance teaching and learning.
- Enthusiastic and committed to contributing to the school's culture, values, and professional co-curricular and extra-curricular programs.
- Demonstrates professionalism, strong interpersonal skills, collaboration, and a positive attitude, with a proactive approach to teamwork.

STATEMENT OF COMMITMENT

Safeguarding our Students

Matthew Flinders Anglican College is committed to taking all reasonable steps to promote the safety and wellbeing of students enrolled at the College and their protection from foreseeable harm. We prioritise student safety and wellbeing in all aspects of our work and do not tolerate any form of child abuse or harm. We act in accordance with the Child Safe Organisations Act 2024 (QLD) and implement the Child Safe Standards and Universal Principle to create a safe, inclusive, and accountable environment. We listen to students, value their views, and support them to participate in decisions that affect them.

Matthew Flinders Anglican College is committed to the safety and inclusion of all students, including those from diverse cultural backgrounds, students with disability, LGBTQIA+ students, and students who may be experiencing vulnerability. We also make a clear commitment to the cultural safety of Aboriginal and Torres Strait Islander students and to providing an environment where their identities, cultures, and connections to Country are respected and upheld.

Workplace Health and Safety

Matthew Flinders Anglican College is committed to ensuring the physical and psychological health, safety and wellbeing of our people. Employees (including contractors and volunteers) must comply with all legislative requirements in respect to Workplace Health and Safety and follow all policies, procedures and codes to ensure a safe and accident-free workplace is maintained, hazards identified and risks are appropriately mitigated.

Equal Employment Opportunity

Matthew Flinders Anglican College is an equal opportunity employer. We recognise that teams who reflect a diversity of lived experience, identity, perspective, and background help us to create a healthy and inclusive working culture where our staff, students and community can thrive.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered to meet the changing operational needs of the College.



Matthew Flinders Anglican College

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"Surrounded by our past, untitled by our future." Artwork by David Williams of Gillingim.