

POSITION DESCRIPTION

	Effective Date:	2026
POSITION TITLE:	Class Teacher - Early Childhood	
REPORTS TO:	Director of Junior School	
CO-ORDINATES WITH:	Pre-Kindergarten and Kindergarten Co-ordinator Associate Director of Junior School Junior School Staff Learning Engagement Team	
EXPERIENCE AND QUALIFICATIONS:	Holds a Teaching Degree with a Specialisation in Early Childhood Education Registered with TRBWA Working with Children Check	
POSITION PURPOSE:		
Perth College is committed to providing a holistic education to students from the age of three years, supporting their academic, spiritual, emotional, and physical development.		
The Class Teacher – Early Childhood leads an Early Years class and delivers a developmentally appropriate program that supports each child’s learning, wellbeing and development in a safe and supportive environment that reflects and upholds the School’s Vision, Purpose and Values.		
KEY RESPONSIBILITIES:		
<i>Knowledge and Understanding</i>		
<ul style="list-style-type: none"> ➤ Demonstrates a deep understanding of theories of development related to children from birth to eight years. ➤ Displays a strong commitment to excellence and innovation in classroom practice and curriculum delivery. ➤ Shows a clear understanding of the Early Years Learning Framework, National Quality Standard, the Western Australian Curriculum and their application in an Early Years setting. ➤ Applies contemporary Early Childhood pedagogical approaches to support play based, inquiry driven and developmentally appropriate learning. ➤ Uses Visible Learning principles to support goal setting, feedback and evidence informed teaching practice. ➤ Applies developmentally appropriate wellbeing practices to support student wellbeing, resilience and engagement in learning. 		
<i>Pedagogy and Practice</i>		
<ul style="list-style-type: none"> ➤ Designs and delivers a learning and teaching program built around children’s holistic development across linguistic, social, emotional, aesthetic, spiritual, creative, physical and cognitive domains. ➤ Prepares relevant, innovative instructional material based on student needs and interests in an Early Childhood setting. ➤ Implements a balanced curriculum where children learn through inquiry, play and explicit literacy and numeracy instruction appropriate to the Early Years. ➤ Delivers explicit and systematic literacy instruction that supports early language, phonological awareness and reading development. ➤ Creates learning experiences that encourage children to develop autonomy, intellectual risk taking, responsibility and control of their own learning. ➤ Provides a developmentally appropriate and stimulating environment to promote curiosity, learning, engagement, motivation and self-esteem. ➤ Supports young children to develop age-appropriate skills in self-regulation and the management of challenging emotions. ➤ Creates opportunities for children to be curious, communicate, pose questions, reflect and represent their observations and experiences in ways that are meaningful to them. ➤ Demonstrates the ability to develop, use and interpret assessment material appropriate to an early childhood setting. 		

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- Maintains clear and accurate records of individual student progress and provides regular and effective feedback to students and families.
- Demonstrates professional concern towards students as individuals and as members of the class.

Professionalism

- Contributes to and supports curriculum development and innovative practice.
- Is willing to contribute to problem solving using a growth mindset.
- Shows professional integrity in all interactions.
- Is supportive of and works closely with staff, students and the wider Perth College Community.
- Is punctual, acts as a role model and provides honest, positive and constructive feedback.
- Performs administrative tasks conscientiously and competently.
- Fulfils all Junior School requirements and responsibilities.
- Shows support for the aims and philosophy of Perth College.
- Is supportive and active in the co-curricular program.
- Is an active member of a professional association and of the IPSHA and/or AISWA Early Childhood Network groups.
- Shows a commitment towards personal and professional growth and development.

Workplace Health and Safety

- Ensures all work carried out is in compliance with all laws, acts, regulations and internal policies and procedures.

SUCCESS CRITERIA

1. Plan and deliver learning experiences that clearly provide for differentiated learning and demonstrate support for individual student needs.
2. Develop effective relationships with students, marked by mutual respect and professionalism.
3. Provide timely and constructive feedback to students and communicate regularly with parents to promote a positive partnership between home and school.
4. Prioritise safety, including maintenance of adequate levels of supervision and standards of behaviour.
5. Maintain excellent collegial relationships and assist in the mentoring of staff new to Perth College or within the team.
6. Support the School's policies and procedures, and ensure all documentation complies with Perth College standards.
7. Demonstrate responsibility for identifying areas for personal and professional learning and development, including maintaining professional networks and associations beyond Perth College.

AITSL standards:

Standard 1 – Know students and how they learn

Standard 2 – Know the content and how to teach it

Standard 3 – Plan for and implement effective teaching and learning

Standard 4 – Create and maintain supportive and safe learning environments

Standard 5 – Assess, provide feedback and report on student learning

Standard 6 – Engage in professional learning

Standard 7 – Engage professionally with colleagues, parents/carers and the community