



CASTLEMAINE STEINER SCHOOL & KINDERGARTEN

Position Title	Early Childhood Teacher Fixed Term Contract (January – May 2025)
Area	3 & 4 Year Old Kindergarten
Position Reports to	Teachers are responsible to the Principal through the Deputy Principal
Role Location	<p>The Castlemaine Steiner School & Kindergarten (CSSK) sits on Dja Dja Wurrung country on 18 acres of beautiful bushlands, approximately 5km from the township of Castlemaine.</p> <p>Established in 1988, CSSK is non – denominational and founded in the educational principles of Rudolf Steiner.</p>
Key Role Relationships	Principal, Deputy Principal and all other CSSK Staff

Statement of Commitment to Child Safety

The wellbeing and safety of all students is of central importance at Castlemaine Steiner School & Kindergarten (CSSK). Young people, including those of a linguistically or culturally diverse background, with a disability or who identify as Aboriginal or Torres Strait islander, have the right to be physically and emotionally safe at all times. They have the right to be protected from all abuse and neglect. All employees of Castlemaine Steiner School & Kindergarten are responsible for ensuring the Child Safe Policy is enforced and are required to sign the CSSK *Code of Conduct – Child Safety* and undertake training in this area as required. All applicants should be aware that the school conducts extensive background checks in accordance with our Child Safe Policy.

PRIMARY ROLE RESPONSIBILITIES

At CSSK, the Early Childhood Teacher's primary purpose is to lead and deliver a high-quality, Steiner-based Kindergarten education program, planning developmentally appropriate, educational experiences in alignment with the National Quality Framework.

Steiner education is based on the belief that the healthy foundation for adult life is built throughout childhood and that a proper understanding of the developmental processes during childhood make it possible to support the faculties of thinking, feeling and willing. One way in which Steiner education aims to nurture and protect these faculties in childhood is through providing experiences facilitated by each Teachers' aspirations to explore three ideals of truth, beauty and goodness.

- Provide educational leadership while working as a member of a collaborative team to deliver a high-quality Steiner EC program for children, integrating the rhythm of festivals and celebrations. The Steiner EC program will be inclusive of all children and appropriate to the individual strengths, abilities, needs and interests in alignment with the Victorian Early Years Learning and Developmental Framework
- Ensure the best learning outcomes for children by implementing the Steiner early childhood curriculum and adhering to government standards and quality frameworks and continuous quality improvement processes
- Cultivate an environment where children and families feel respected, valued, and supported, fostering positive relationships and community engagement.
- Provide detailed and meaningful documentation of children's learning aligning with both Steiner early childhood educational practices and government requirements.
- Provide information for families about the Kindergarten program through discussions, displays, reports and newsletters
- Maintain all necessary records accurately and provide regulatory information as required by ECIB, ACECQA
- Foster a respectful, supportive and collaborative atmosphere amongst staff, promoting a shared commitment to Steiner early childhood philosophy
- Collaborate with educational staff using a collegiate team approach, to share knowledge, plan and provide learning experiences effectively and cohesively
- Engage in ongoing critical reflection to assess professional practices, continuously improving through self-assessment of strengths, areas for development, and goal setting

Confidentiality

- As a Teacher, you are entrusted with sensitive information regarding the academic, emotional and family circumstances of children, parents and staff. All Teachers must adhere to the Victorian Teaching Profession's Codes of Conduct and Code of Ethics.

Safety and Compliance

- Safety is a priority for all CSSK staff. All staff employed at CSSK are expected to understand and effectively apply safety policies and practices as relevant to their role. All staff working within the school are required to obtain a Working with Children check and understand the school's Policy in relation to the Safety of Children. Ensure the good physical and mental health and safety of students at the School through maintaining a thorough understanding of School policies and procedures (including the Positive Behaviour Policy), as well as knowledge of and compliance with emergency and accident procedures, undertaking all actions necessary and holding a conscious awareness of real and potential safety concerns.

Selection criteria

- ACECQA approved qualifications as an Early Childhood Teacher and full VIT registration
- Demonstrated expertise in Steiner early childhood learning and development theories, including a deep understanding of learning styles specific to Steiner pedagogy
- Completion of Steiner Early Childhood Education professional development and working understanding of Steiner early childhood curriculum approaches
- Thorough knowledge of the Early Years Learning Framework (EYLF), National Quality Framework (NQF) and Child Safe Standards
- Experience working collaboratively with educational leaders to develop, implement, and enhance the Kindergarten program, ensuring alignment with Steiner educational philosophies and government requirements
- Proven ability to coach and mentor, as required, educators in the development of a robust Steiner early childhood program, fostering growth and professional development
- Skilled facilitation of professional discussions, leading critical reflection, and supporting continuous improvement in program delivery through collaboration with stakeholders;
- Strong ability to plan, work and manage time effectively ensuring consistent delivery of high-quality Steiner early childhood education
- Relevant First Aid certificates for working in an education & care setting