



NOWRA ANGLICAN COLLEGE

K-12 CAPA Teacher: Music

Who we are, and what we commit to:

Respect | Compassion | Wisdom

Nowra Anglican College is a respectful community grounded in Christ's compassion, learning to live with wisdom.

Position Overview:

Each Senior School teacher will be an excellent Christian educator who will work collaboratively with colleagues in an environment of support and collegial learning. Excellent organisational and interpersonal skills are essential.

The College has implemented a P to 12 learning and teaching framework which is based on the concepts of the Building Learning Power approach to learning. All staff are required to explore, grow and implement their understanding of this approach to learning.

Each teacher will demonstrate at all times and in all ways a passion for teaching and learning as well as for differentiated instruction that caters to the individual needs of all students.

The School:

Nowra Anglican College is a dynamic 25-year-old P-12 school located in the beautiful Shoalhaven. The College is in an exciting stage in its life, experiencing growth as it implements its strategic plan fostering high quality learning and the development of the whole child.

The area is a fast-growing regional centre in NSW with a diverse range of employment and recreational activities and services. Locals enjoy an all-encompassing coastal lifestyle with easy access to both the mountains and beaches.

Position Title	K-12 Music Teacher Permanent part time 0.8 fte
Appointed by	Principal
Responsible to	Head of Senior School and Deputy Principal: Learning & Innovation through the Head of Department.
Key working relationships	Head of Department, Faculty staff, Deputy Principal Learning and Innovation, Deputy Principal Wellbeing and Growth, Head of Junior School
Last reviewed	September 2025
Preamble	Nowra Anglican College seeks to appoint Christian staff members who are energetic, innovative and committed to the ethos of independent Christian education in the Anglican tradition and are actively involved in their local church.



Who are we, and what do we commit to?	Our Vision To be a community of learners, living and serving in Christ's world. Our Mission To provide a high-quality Christian education within a welcoming community where all individuals are valued and belong. As a community of learners, we strive for excellence, unlocking the potential of each individual, developing confident, active learners who improve their world. Our Values Respect Compassion Wisdom All staff are to demonstrate a commitment to the school's vision, mission and values in all interactions with colleagues, students, parents and the wider community
Involvement in the Life of the School	• Attendance at Staff Devotions. • Attendance at other staff meetings and committee meetings when required. • All Senior School staff are involved in the Pastoral program in the Senior School. • All staff are required to run a co-curricular activity such as a music ensemble, lunchtime club or sporting team. • Performing other duties that are deemed appropriate by and in negotiation with the Principal as required from time to time.
Duties - Learning and Teaching	Know students and how they learn • Demonstrate knowledge and understanding of physical, social and intellectual development and characteristics of students and how these may affect learning. • Demonstrate knowledge and understanding of research into how students learn and the implications for teaching. • Demonstrate knowledge of teaching strategies that are responsive to the learning strengths and needs of students from diverse linguistic, cultural, religious and socioeconomic backgrounds. • Demonstrate broad knowledge and understanding of the impact of culture, cultural identity and linguistic background on the education of students from Aboriginal and Torres Strait Islander backgrounds. • Demonstrate knowledge and understanding of strategies for differentiating teaching to meet the specific learning needs of students across the full range of abilities. • Demonstrate broad knowledge and understanding of legislative requirements and teaching strategies that support participation and learning of students with disability. Know the content and how to teach it • Demonstrate knowledge and understanding of the concepts, substance and structure of the content and teaching strategies of the appropriate teaching area.



- Organise content into an effective learning and teaching sequence.
- Use curriculum, assessment and reporting knowledge to design learning sequences and lesson plans.
- Demonstrate broad knowledge of, understanding of and respect for Aboriginal and Torres Strait Islander histories, cultures and languages.
- Know and understand literacy and numeracy teaching strategies and their application in teaching areas.
- Know and apply a Christian worldview in all teaching areas
- Implement teaching strategies for using ICT to expand curriculum learning opportunities for students.

Plan for and implement effective teaching and learning

- Set learning goals that provide achievable challenges for students of varying abilities and characteristics.
- Plan lesson sequences using knowledge of student learning, content and effective teaching strategies.
- Include a range of teaching strategies.
- Demonstrate knowledge of a range of resources, including ICT, that engage students in their learning.
- Demonstrate a range of verbal and non-verbal communication strategies to support student engagement.
- Demonstrate broad knowledge of strategies that can be used to evaluate teaching programs to improve student learning.
- Describe a broad range of strategies for involving parents/carers in the educative process.

Create and maintain supportive and safe learning environments

- Identify strategies to support inclusive student participation and engagement in classroom activities.
- Demonstrate the capacity to organise classroom activities and provide clear direction.
- Demonstrate knowledge of practical approaches to manage challenging behaviour.
- Describe strategies that support students' wellbeing and safety working within the school and/or system, curriculum and legislative requirements.
- Demonstrate an understanding of the relevant issues and the strategies available to support the safe, responsible and ethical use of ICT in learning and teaching.

Assess, provide feedback and report on student learning

- Demonstrate understanding of assessment strategies, including informal and formal, diagnostic, formative and summative approaches to assess student learning.
- Demonstrate an understanding of the purpose of providing timely and appropriate feedback to students about their learning.
- Demonstrate understanding of assessment moderation and its application to support consistent and comparable judgements of student learning.



	• Demonstrate understanding of a range of strategies for reporting to students and parents/carers and the purpose of keeping accurate and reliable records of student achievement. • Demonstrate understanding of a range of strategies for reporting to students and parents/carers and the purpose of keeping accurate and reliable records of student achievement. Engage in professional learning • Demonstrate an understanding of the role of the Australian Professional Standards for Teachers in identifying professional learning needs. • Seek and apply constructive feedback from supervisors and teachers to improve teaching practices. • Demonstrate an understanding of the rationale for continued professional learning and the implications for improved student learning. Professional Engagement • Understand and apply the key principles described in codes of ethics and conduct for the teaching profession. • Understand the relevant legislative, administrative and organisational policies and processes required for teachers according to school stage. • Understand strategies for working effectively, sensitively and confidentially with parents/carers. • Understand the role of external professionals and community representatives in broadening teachers' professional knowledge and practice. • Engage professionally with the community by attending and assisting as required to promote Nowra Anglican College during tours and events such as Open Day, Information evenings and Community Building Events.
Duties - WHS	Be aware of and respond appropriately to any Work, Health and Safety issues raised by materials, practice or accommodation related to the subject.
Duties - Corporate	Contribute to and maintain the College's reputation, ethos and values with colleagues, students and the wider community: • Encourage students to know and live the College values in all aspects of their lives. • Encourage students to wear the College uniform correctly and with pride. • Model and uphold a high standard of professional behaviour.
Duties - Child Safe Standards	Nowra Anglican College is committed to providing for the safety and wellbeing of all children and young people entrusted to our care. We want all children and young people who attend Nowra Anglican College to feel and be safe. We are committed to providing a child safe and child friendly environment, where children and young people are able to participate in decisions that affect their lives.



Working with Children Check	Takes reasonable care of their own safety and that of others, reports any safety concerns using the College's reporting channels, undertakes training as requested and follows instructions regarding safety procedures. They collaborate with other staff, parents, and students to promote a culture of safety within the school community.
Selection criteria (Please address these in your cover letter)	• Experience teaching the Music syllabus K to 10. • Experience teaching a Stage 6 CAPA course such as Music (desirable) • Capacity to teach other CAPA subjects such as Drama and Entertainment Industries (VET) (if interested) • Capacity to support Stage 6 Music students • Willingness to participate in the co-curricular CAPA ensembles. • Degree plus recognised teaching qualifications. For example, Bachelor of Education or equivalent, or an undergraduate degree plus post-graduate qualifications in teaching. • Eligible to be accredited with the NSW Education Standards Authority (NESA). • A Working With Children Check (WWCC). • Outstanding communication skills with the demonstrated capacity to contribute to building and strengthening a collaborative learning culture.
Additional Details	Senior School Teaching Staff are expected to commence at 8:15 am in the morning and finish no earlier than 3:30 pm in the afternoon. He/she will also attend a weekly staff meeting. These will comprise one afternoon per week (Tuesday) until 5:00 pm. Term 1 2026 commencement.
Performance Review	All members of staff will undertake an annual Performance Review which is designed to strengthen workplace relationships, career development and effective workplace participation.
Position Holder	
Date Appointed	

We are dedicated to creating a culturally safe and inclusive workplace where First Nations peoples feel valued, respected, and empowered to thrive. We actively seek to increase Indigenous representation and participation in



our workforce and are committed to building meaningful and respectful relationships with Indigenous communities. We welcome and encourage applications from First Nations people, recognising the value, unique skills and knowledge that First Nations employees bring to the workplace