



Position Description & Selection Criteria for Early Childhood / Primary Classroom Teacher

Job Title:	Early Childhood to Primary Classroom Teacher (English as an Additional Language and upskilling to bi-literacy teaching)
Job Type:	Full Time Position.
Salary Classification:	Class Room Teacher
2018 Salary Range: (2019 salary range not yet published)	CT1 –CT9 \$71,197- \$101,168 scale; Dependent on qualifications and experience. Employment and remote incentive conditions are included, details available on request.
School:	Mäpuru Yirralka College
Responsible to:	Principal
Accommodation Provided:	Share housing
Date advert closes:	Position left open until filled.
Start Date:	To be at Mäpuru Friday 25 th January 2019

POSITION DESCRIPTION

Employer: Yirralka Education

Yirralka is the sacred land that the Creator, your ancestors have given you; your home-land; your sanctuary; the place where you feel immersed in your ancestors presence, knowledge and love; a place where you feel 'in place', secure, whole.

Yirralka Education is a legal entity, recently formed to enable Mäpuru families, elders and custodians to govern their own educational facilities, programs and their own school. It is a member-based Company Limited by Guarantee and governed by a constitution. Alongside the majority Yolŋu membership of Mäpuru elders and parents, Yirralka Education also consists of Specialist Directors who have had long term relationships with Mäpuru, it's school and remote Indigenous education and governance generally across east Arnhem Land and the Northern Territory.

Mäpuru Yirralka College began operating in January 2018 and implements a bi-cultural and bi-literacy teaching and learning program across the curriculum.

Yirralka Education and its school at Mäpuru are located on Yolŋu land. The school listens closely to all community members and the Wobulkarra, Guyamirrilil, Ritharrŋu, Ganalbiŋu, Munyuku, Liya-ŋanmirr Gupapuyŋu land custodians and invited others who together form Yirralka Education.

Yirralka Education deeply acknowledges that Yolŋu knowledge and ways of being in the world offer an alternative, hopeful, sustainable and harmonious way forward for mankind. Yirralka Education's independent school, Mäpuru Yirralka College enables Yolŋu elders, custodians and families to give voice to their aspirations for their children and town, to lead education for their children in their college. Few westerners have been exposed to and had the possibility of glimpsing this other world view and depth of hope.

It is such a new enterprise that Yirralka Education has not yet created a web presence.

For more information please request the document "Philosophy Behind Mäpuru Yirralka College".

Background to the Position

Yirralka Education at Mäpuru is seeking teachers who can develop longstanding relationships with the people of Mäpuru in east Arnhem Land. Currently both teaching positions in the school are being advertised. The Primary Classroom Teacher and the Middle School Classroom Teacher.

The school is led by Mäpuru's elders through Yirralka Education and operates a bi-literacy and bi-cultural program in two classrooms, the Primary and Secondary. Each class consists of a teaching team, a qualified teacher and 2 local Yolŋu co-teachers (assistant teachers).

The Primary teaching position requires a teacher who is so competent at teaching initial literacy and numeracy, that they can team teach with local assistant co-teachers, to enable them to teach initial literacy and numeracy in the local language, which is Djambarrpuyŋu.

Teaching in a multi-year level class, through a bi-literacy and bi-cultural curriculum within a teaching team is a very new way of working for most teachers.

Living and working in a very remote and rewarding environment requires teachers with a special philosophical outlook and skill set which takes time and experience to develop. The college is working towards sustainability by supporting its teachers to gain these skills and provide the strongest quality education possible to its students. Relationships with a number of relief teachers who can support, you, the teacher, through relief teaching to form a sustainable working life are also being developed.

Mäpuru Yirralka College has for the previous 7 years been developing under the banner of Mäpuru Christian School. As a newly independent school, it is still in its infancy, some aspects are already robust and others are fragile and still being developed.

Primary Class composition

There are about 6 -14 beautiful, enthusiastic children ranging from Preschool through to Yr 6 in this class. The Primary area consists of 2 classrooms separated by a large verandah and breezeway side by side, enabling students to work together for part of the day and then separate into groups later in the day. This learning environment (as well as the teaching team set up) enables creative and flexible solutions to appropriate program delivery for grouping students for a range of activities. All students and Yolŋu teachers are close family members to each other.

Primary Teacher Key responsibilities

As a fully qualified teacher, you will be responsible for the Primary class and will work as a teaching team member with Yolŋu co-teachers (assistant teachers). Teaching duties include ensuring continuity of the established class routines and pedagogies and developing programs, resources, assessments and reports. The Yolŋu co-teachers will support you to fulfil your role and educate you about the students and their learning needs, the routines and pedagogies and collaboratively developed teaching programs. The Primary classroom is staffed with 1 qualified teacher and 2 Yolŋu co- teachers (assistant teachers).

Your responsibilities will include applying your strong teaching skills to support and co-lead the Yolŋu teaching team to implement bi-literacy (Djambarrpuyŋu and English) and numeracy programs. The Yolŋu teachers will support you to teach an oral English literature based program,

and numeracy programs. You the qualified teacher will support the Yolŋu teachers to teach an initial literacy program in Djambarrpuyŋu (listening, speaking, reading and writing). The Australian Curriculum areas will be integrated across these learning programs.

You will be expected to be continuously engaging with and supporting the Yolŋu co-teachers through developing and implementing the teaching and learning programs, co-planning and implementing meaningful activities relevant to the Mäpuru context and supporting the aspirations of the Yirralka Education Board for their children. Enabling the teaching team to develop the learners' identity, literacy and love of learning together as a family will also be a key focus. As the qualified teacher, it will be your role to enhance the Primary learning program through a range of relevant applied activities, song, music, arts and sports.

The Primary Teacher may also be required to support the Yolŋu teachers with their literacy and education studies. Yirralka Education also values teachers who welcome community members into their classrooms and who are flexible, creative and adaptable with uncertainty.



Primary students learning from custodians and elders on ancestral estates.



Primary students learning inside the classroom.

Upholding and supporting the vision

Yirralka Education require their teachers to uphold their college Vision Statement and assist the college to become sustainable through supporting Elders, parents, students and teachers and respecting Yolŋu traditions, knowledge, cultural practices and languages. Your role is ever rewarding in supporting this vision and includes:

- Supporting Mäpuru parents and community to live with dignity on their sacred ancestral estates.
- Supporting the teaching of, and respect for the sacredness and spirituality of the environment within an encompassing system of Yolŋu kinship.
- Actively supporting Mäpuru people to maintain their independent community lives, enabling them to do and to manage for themselves.
- Offering Mäpuru parents and community hope and stability in an ever-changing world.
- Offering an inclusive school curriculum, embedded in Yolŋu knowledges and Mäpuru's micro-enterprises.
- Supporting the Yolŋu teachers with their Education Studies through enabling demonstration of and reflection of specific educational tasks within their classrooms.
- Practising, rehearsing and role playing the actual lessons that will take place the next day with the Yolŋu teachers, during scheduled daily learning together and programming time.
- Finding practical/applied, relevant, learning tasks to practise English and numeracy skills across the curriculum.
- Incorporating cooperative learning tasks where students can collaborate and not have to compete. This will also be a means of developing harmony within and outside the classroom.
- Welcoming all students, including the ones who live outside of Mäpuru and visit occasionally, alongside welcoming community members into your classroom.

- Finding ways for elders and knowledge authorities to guide and have input into the curriculum and the teaching and learning activities.
- Encouraging and supporting non-Yolŋu staff and family members to actively participate in community life, to learn a Yolŋu language and use Yolŋu kinship within the school and wider community.
- Visiting and enjoying being with families outside school hours.
- Being a part of the vibrant Mäpuru community.

A Rewarding Opportunity

This is a unique opportunity to work and live in a healthy and productive remote Indigenous community. Whilst this experience is not for everyone, those that are committed and open to the opportunity will be offered a life-changing journey in which you will see the direct, positive impact you can make as a teacher on other peoples lives, the futures of learners in your class, their families and even the future of the entire town of Mäpuru.

We are excited to be able to offer this opportunity to join our passionate and dedicated team.

SELECTION CRITERIA

Application Process

Please submit a resume, cover letter and response to selection criteria to Linda Miller. This position will remain open until filled.

Email:linda.miller@ntschoools.net

Essential Criteria

- Ability to be registered as a teacher in the NT
- Early Childhood or Primary teaching qualifications and experience
- Demonstrated ability to design and implement early literacy and early numeracy programs
- EAL/D or ESL experience and/or qualifications
- NT Working With Children Card (Ochre Card)
- Demonstrated ability to work as a flexible team member in a multi-cultural team
- Demonstrated deep respect for Aboriginal cultures
- Ability to uphold Yirralka Education's Vision for their school and adhere to Cultural Safety guidelines
- Ability to work alongside and also take direction from Yolŋu teachers and Elders
- Current manual Driver Licence (or promise to obtain immediately)
- Ability to share staff housing.

Desirable Criteria

- Experience in teaching Indigenous learners and/or familiarity in teaching in multicultural settings where English is not the first language.
- Have completed or are willing to complete CDU's "Introduction to Yolŋu Culture and Language" course
- Have a good understanding of a Yolŋu language
- Have a working understanding of bi-literacy and bi-cultural learning theories and/or experience teaching in these contexts.

Expressions of Interest from teaching couples or friends who are willing to share a generously appointed, two bedroom house together are encouraged to apply.

Additional Information About Living and Working in Mäpuru

Location and access

Mäpuru is a tiny town of around 100 Yolŋu people in east Arnhem Land or Yolŋu Land. Close to 50 of these are children. It is located on the mainland, 30 km south of Galiwin'ku (on Elcho Island).

It is a very isolated location, taking around 13 - 15 hours to drive in the dry season (June to November). These roads are impassable in the wet season.

The cheapest way to fly to Mäpuru from Darwin is via Elcho Island on Air North and then a Missionary Aviation

Charter (MAF) flight to Mäpuru, about 10 minutes costing around \$600 each way. Other more expensive routes are via Milingimbi and Gove.



Conditions of employment include:

- Relocation costs to Mäpuru and on completion of a year's employment, relocation back.
- Travel allowance equal to 4 return flights to Darwin annually.
- Share accommodation
- Fresh food freight assistance
- Please discuss 'matching' current workplace remote incentives and study leave entitlement possibilities with Principal.

Community

Yirralka Education has invited two qualified teachers to live and work in the town at Mäpuru, the teachers are the only non-Indigenous people living at Mäpuru, therefore we are seeking teachers who are independent, can live a simple, sustainable lifestyle and enjoy Yolŋu as well as their own company.

Community members at Mäpuru may adopt you into their family, ensuring you are surrounded by loving family who will encourage you to take part in broader community life.

Teacher Accommodation

Shared Housing:

A generously apportioned, fully furnished two-bedroom house is provided to share with one other teacher. The 3 year old house has 2 small verandahs and an expansive area to create gardens. The house is designed to attract the prevailing breezes as no houses or work places at Mäpuru have air conditioning.

The college also contains a one bedroom flat or staff room within, where most visitors stay. Yirralka Education plans to build a third teacher house during 2019.

Power

The accommodation, along with the rest of the town and school are solar powered, ensuring adequate power for lights, fans, fridge, freezer and washing machine. Every household (including teachers in each classroom) are mindful of the need to conserve energy use so there is adequate power for everyone.

Internet, phone and television

The house has 2 small satellite dishes on its roof. The NBN satellite dish enables telephone and internet services. The other enables free to air television and radio services.

Health Service

Mäpuru is visited by Marthakal Health Service usually for one morning per week. This team usually consists of a Registered Nurse and an Indigenous Health Worker, with a Doctor visiting once a month. When staff are not well in-between these visits, Marthakal Health Service will organise medications to be delivered by plane or the patient to be evacuated for health care.

In an emergency the Principal would follow the procedures of the NT Health Emergency Medical Kit, which the school is a registered holder of. This provides immediate access to the Rural or District Medical Officer (DMO) at Royal Darwin Hospital who will guide the dispensing of medications held in this kit or organize emergency evacuation to hospital.

Health Direct also operates a great phone service to provide general medical advice.

The physical isolation of Mäpuru indicates that people applying should have very good or robust general health alongside taking a high level of personal responsibility for their ongoing health care.

Shopping

Mäpuru has a tiny store run co-operatively by the community, *Mäpuru Ngatha*. It contains basic, non-perishable food supplies like tins of flour, baked beans, corned beef, tomato sauce and golden syrup. The Secondary students also run a shop, *Mäpuru Girri*, selling other basics to the community, fishing lines, axes, machetes, brake fluid, tin mugs and cooking pots.

Obtaining further goods and food supplies can be tricky, time consuming and expensive. It takes 3 hours to drive each way to the nearest shop at Gapuwiyak during the dry season and it costs \$300 each way to fly to Elcho Island to the nearest shop. There are no shopping services, like Coles on-line, that deliver to Mäpuru.

Once a fortnight, the school purchases fruit from the ALPA store at Galiwin'ku for the students. Staff are encouraged to place orders through ALPA for their fresh supplies to arrive on the same charter flight. A range of service providers fly in to Mäpuru from Darwin and will transport staff food and supplies.

Currently both households have vegetable gardens and enjoy making their own bread, yoghurt, being creative with hunting and making something delicious out of what we have left. In mid-October we also stock up with our non-perishable food supplies (milk powders etc) and essentials (toilet paper etc) to take us through to the following June, which is when we'll drive back to Darwin to have the school 'troopy' serviced.

Recreation

The Arts

- Mäpuru is home to some of the best weavers and dyers in Australia, the Arnhem Weavers. These skilled women can teach you a range of fibre arts and dyeing.
- Bark painting is an enjoyable past time for Mäpuru families

Gardening

- Many teachers in the past have created and maintained a vegetable and fruit garden which is a much appreciated resource

Hunting

- Just over one hour's drive away is excellent fishing
- Families hunt for all their protein rich foods in surrounding estuaries, beaches, flood plains and forests. They may ask you to join them on these hunting days.

Note: Access to a vehicle would be advantageous for trips such as fishing, driving to a boat landing (an hour away), hunting or shopping trips to Gapuwiyak. Whilst there are two school vehicles, they are used exclusively for school business and not for staff members' recreational or shopping activities.

A final note from us

We are excited that you are considering joining our team. We have tried to provide enough details to 'paint a picture' of the challenges and opportunities for 'westerners' (Balanda) living in a geographically isolated place as well as the joy and privilege to be invited to live and work with Yolŋu at Mäpuru. Of course, this is something that really needs to be experienced first-hand in order to understand and appreciate. One way of experiencing Mäpuru is to join an Arnhem Weavers or Men's Business workshop at Mäpuru where you will also be introduced to the life of the college.

As part of the discernment process for both yourself and Yirralka Education, short listed applicants will be invited to come to Mäpuru for a week or more and experience the college and life at Mäpuru.

If you are not certain about a long term commitment to living and working at Mäpuru, we would welcome you to work with us for shorter periods as a relief teacher. Relief teaching provides strong opportunities for you to develop relationships with the students and families of Mäpuru, get a real taste of the joys and challenges of working in a remote Yolŋu school and to develop your skills in this ever rewarding field.

In the meantime, if I can provide you with any further information as you consider your application, please don't hesitate to be in contact with me.

Linda Miller

Principal

Mäpuru Yirralka College

linda.miller@ntschoools.net

