



### Our Vision

*Carey is a community of people united by a common dream. We long for nothing less than a world transformed by Christ's love. We believe as a community that we are called on mission with God to attempt the extraordinary. Our strategy is to connect with the community and the world to develop community platforms through which people can:*

- *Experience God's love;*
- *Have the opportunity to say yes to Jesus; and*
- *Demonstrate God's compassion for the world.*

**Our Values:**      KINDNESS      COURAGE      RESPECT      HUMILITY      INTEGRITY

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The following practical guidelines should also reflect the intent of the College Mission Statement

### General Matters

- 1.1 Staff at Carey work with students in a spirit of partnership and positive expectation. Similarly, students at Carey are expected to be respectful and committed to constructive, positive outcomes.
- 1.2 Recognise that students have different learning styles that may be at variance to the preference of the teacher. Therefore, staff will modify teaching strategies to optimise student learning.
- 1.3 Encourage an atmosphere of mutual respect, friendliness and approachability.
- 1.4 Be liberal with praise and encouragement, focusing on constructive, meaningful feedback.
- 1.5 Support your peers by not allowing students to malign another staff member or student.
- 1.6 All Carey Baptist College related functions are smoking and alcohol free. This also applies to parents in respect to College functions.

### Professional Matters

- 2.1 Work cooperatively with all staff to optimise strategic attention to learning and teaching.
- 2.2 Keep yourself informed of educational developments. This can be achieved through internet sites and/or associations, professional reading, subject associations, in-service courses and related conferences.
- 2.3 Actively contribute to educational discussions which affect the College's missional effectiveness.
- 2.4 Attend and contribute to staff meetings. Keep an organised, orderly record of meeting minutes, summaries and notices.
- 2.5 Attend assemblies and other related school functions. These may be social, religious or sporting.
- 2.6 Attend interview evenings and special events that relate to your Year Group.
- 2.7 Lead your Form Class when engaging in intra-school sporting events.
- 2.8 Engage in early dialogue when issues arise. Together we can make a difference.
- 2.9 Develop familiarity with the overarching needs of your Form Class.

In accordance with professional review documents, the College is looking for the traits listed below.

### **Enthusiasm / Clarity / Knowledge**

- 3.1 You effectively communicate to Parents, the Principal, staff and students.
- 3.2 In your role, you are perceptive in diagnosing problems and offer useful solutions.
- 3.3 You clearly explain your thoughts to co-workers and have been equally a good listener.
- 3.4 You are enthusiastic and interested in your work.
- 3.6 When appropriate, you actively encourage your professional peers in their work.
- 3.7 With help and support, you continue improving your professional service to the College.

### **Organisation / Preparation**

- 3.8 You provide promptly to parents, staff and/or students verbally or via a written communiqué, information that is requested.
- 3.9 Your professional work involves effective and efficient utilization of working hours.
- 3.10 Within the limitations of your given working environment, you actively support the College's focus on Teaching and Learning.
- 3.11 You maintain a safe learning environment for yourself and the students in your care.
- 3.12 Your working hours reflect the hours agreed upon in your contract.

### **Staff – Family / Relationship**

- 3.13 You provide courteous, meaningful assistance to parents, students or staff on request. You are impartial and fair in dealing with students or their family members.
- 3.14 You are genuinely interested in the well-being of Carey students and their families, particularly in their satisfaction of service they received from the College.
- 3.15 You are understanding and helpful to parents, students and/or staff, who experienced difficulty obtaining information or assistance.

### **Overarching Matters**

- 3.16 Enjoyment, enthusiasm and fun are evident in your College experiences.
- 3.17 You contribute to the wider life of the College (ie. lunchtime clubs &/or after school).
- 3.17 You rate the quality of your work by evaluating the effectiveness of your teaching.
- 3.18 You actively seek opportunities to improve your current skills and understanding.
- 3.19 You can directly contribute to the process of improvement and effectiveness within the Secondary School.
- 3.20 You communicate ways in which the College can support your endeavour to be excellent in your work.
- 3.21 Maintain active involvement in church community.