



Position Description

Position Title	Speech Pathologist
Team	Catholic Education Sandhurst Limited
Location	Wangaratta
Enterprise Agreement	Victorian Catholic Education Multi-Enterprise Agreement 2018
Classification	Grade 2 CES Ltd Speech Pathologist
FTE	1.0 (negotiable)
Status	Permanent
Reports to	Inclusive Education Lead

Our Organisation

Catholic Education Sandhurst Limited (CES Ltd) is committed to the mission of Catholic Education across the Diocese of Sandhurst. With a rich history dating back to 1853 the Diocese reaches from Central to Northeast Victoria. The organisation supports more than 3000 employees in 52 schools and 2 early childhood facilities. It also provides support to 4 secondary colleges owned and operated by Religious Institutes.

CES Ltd participates and cooperates in the work of the Catholic Education Commission of Victoria Ltd (CECV), which has key responsibilities for the allocation and distribution of government funding, facilitating cooperation across the four Victorian Dioceses, and in working and cooperating with government statutory authorities.

The Chief Executive Officer of Catholic Education Sandhurst is appointed by the Board of CES Ltd to support the administrative, organisational and service matters to Catholic schools within the Diocese.

The Chief Executive Officer and all delegations via that position operate within the parameters of Canon Law and the Catholic Church structures and processes. CES Ltd is the employing authority for its schools and acknowledges and respects the role of Parish Priests within the Parish communities in which schools are located and supported.

Our Vision

The vision for CES Ltd is to provide, in partnership with our families, stimulating, enriching, liberating, and nurturing learning environments in each of the Catholic school communities within the Diocese. At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing and inclusion of all children and young people.

We believe:

- That the values of the Gospel are central to who we are, what we do, and how we act.
- That we have a vital role in the mission of the Catholic Church to imagine and seek new horizons while respecting our Tradition.
- That a strong sense of community is dependent on the quality of our collegial relationships.
- That each person's potential is fostered through the dedicated ministry of Catholic Education.
- In leadership encompassing vision, innovation, and empowerment.

Our Values

CES Ltd Values underpin and reflect the behaviours we expect of our staff:

Principles of Catholic Social Teaching

The identity of the Sandhurst Catholic School reflects the principles of Catholic social teaching, grounded in the person of Jesus, and interpreted and enacted for the "common good" in response to the "signs of the times".

These principles require that the dignity and potential of each person be fully respected within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

Respect

Respect for the dignity and potential of each person within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

Partnerships

The Sandhurst Catholic Schools do not function in isolation. In attending to the religious dimension of education, the most fundamental partnerships are those with parents/guardians and with local Catholic faith communities. The school is part of the wider Church community.

Faith

The tasks of evangelisation, catechesis and religious education are shared by home, school and parish, with each having its own distinct contribution to make in a sense of genuine partnership.

Team Summary

The team comprise of approximately 90 employees working across 6 key executive leadership areas – Leadership, People and Culture, Catholic Identity, Learning and Teaching, Pastoral Wellbeing, and Stewardship of Resources. This team works collaboratively with employees to support schools within the Sandhurst Diocese in the following areas:

- School Services
- OH&S, Risk and Compliance
- Employee Relations, Payroll and Human Resources
- Religious Education
- Adult Faith Education
- Spirituality and Faith Formation
- Aboriginal and Torres Strait Islander Education
- Learning and Teaching Years F-12
- Learner Diversity
- Pastoral Wellbeing
- The Arts
- Finance
- Capital Planning
- Administrative Services
- Information Technologies
- Communications, and
- Library Learning Centre

Position Summary

This position supports the vision and mission of the Catholic Education Sandhurst Limited through the provision of Educational Speech Pathology services to school communities. Collaborative evidence-based school support occurs across all three tiers of the Multi - Tiered System of Support (MTSS) Framework. This form of service delivery facilitates an active and supported learning environment for students, which encourages generalization of skills because it occurs within the learning context. The Educational Speech Pathology intervention programs are accountable and reflect current theoretical knowledge.

Key relationships include School Principals and appropriate school staff, CES Ltd Inclusive Education Lead for leadership, CES Ltd Senior Speech Pathologist for professional support and guidance and other speech pathologists for collaboration.

Key Responsibilities	
Speech Pathology Services	<ul style="list-style-type: none"> • Provide evidence-based curriculum aligned Educational Speech Pathology services to schools including assessment, intervention, and consultation in a variety of learning contexts to support students with communication challenges. • Consult within a multi-tiered system of support (MTSS) model of service delivery.
School Collaboration	<ul style="list-style-type: none"> • Collaborate with school personnel to best meet the need of students with communication and learning challenges through building the capacity of teachers to implement research-based pedagogy in oral language.
Support Teaching staff	<ul style="list-style-type: none"> • Provide professional development /consultation support to teachers in oral language development to support effective learning and teaching.
Professional Development	<ul style="list-style-type: none"> • Engage in professional development /mentoring and supervision relating to Speech Pathology in Education and abide by Speech Pathology Australia code of ethics 2020.
Record Keeping	<ul style="list-style-type: none"> • Maintain student files and other necessary documentation according to CES Limited requirements.
Work within a Multi-disciplinary team	<ul style="list-style-type: none"> • Contribute and actively participate in relevant team based processes and projects.

Mandatory Responsibilities and Requirements

Compliance with CES Ltd Policies and Procedures

- All CES Ltd policies and procedures are available in either CompliSpace and/or the Staff Portal. It is expected that all employees of CES Ltd must ensure that they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breaches in compliance may result in disciplinary action.

Compliance with Occupational Health and Safety

- All CES Ltd employees have a responsibility to take reasonable care of their own health and safety along with the safety of others. In addition, it is expected that all employees comply with policies, safe work procedures, instructions, and rules of CES Ltd's OH&S Management System, including requirements to report any health, safety or wellbeing issues as well as eliminate hazards, follow instructions, and participate in training and consultation processes.

You will also be required to provide evidence of your current First Aid and Anaphylaxis training prior to commencing employment with CES Ltd.

Compliance with Child Safety Legislation

- CES Ltd is committed to creating and maintaining a child safe school environment in which all students feel safe and are safe. They do this by promoting the safety, wellbeing, and inclusion of all children. All CES Ltd employees have a responsibility to comply with current Child Safety legislation. This includes keeping up to date with relevant mandatory reporting requirements and maintaining a valid working with children check. CES Ltd are committed to ensuring the safety of children in our care, as such rigorous reference and background checks are conducted at the pre-employment stage. All staff are also expected to comply with the Child Safety Code of Conduct as amended or varied from time to time.

Key Selection Criteria		
Essential	Qualifications and Registrations	<ul style="list-style-type: none"> • Formal qualifications in Speech Pathology. • A current unrestricted Victorian Drivers Licence. • A valid working with children check or VIT registration.
	Knowledge and Experience	<ul style="list-style-type: none"> • An understanding of oral language and its influence on learning development across the curriculum.
	Commitment to Catholic Education	<ul style="list-style-type: none"> • An understanding of and willingness to work within the Catholic Ethos.
	Skills and Attributes	<ul style="list-style-type: none"> • Developed interpersonal, communication and ICT skills • Effective facilitation skills • Sound organisational and administrative skills • Ability to work with minimal direct and act independently where appropriate • Ability to seek support when required • Good presentation skills • Demonstrated experience and competence in problem solving and decision making.
Desirable	Knowledge and experience	<ul style="list-style-type: none"> • Experience and competency in working in Education or with primary school students • Experience working as a member of a multi-disciplinary team