

St Paul's Primary School, Mildura

Key Selection Criteria for Teaching Position

2026 Full time Fixed Term (with possibility of ongoing)

Applications Open: Monday 1st September 2025

Applications Close: Tuesday 16th September 2025 at 4.00pm

Applicants are to address the following criteria based on the 5 key aspects of Catholic Schooling

Application letters are required to be succinct and no more than two pages in length.

Please read each Key Aspect below and respond to each question/statement.

Catholic School Culture

What is your understanding of the Catholic culture of St Paul's Primary School?

This aspect of Catholic Schooling relates to the promotion of education in faith within the school through the ongoing development and support of a Catholic School Culture. At the heart of this is an authentic response to the call of the Gospel. It relates to the development of a co-ordinated program of religious education, prayer and liturgy. It involves all in the school and parish community working together in a supportive and productive relationship.

This Key Aspect of Catholic Schooling relates to such things as:

- School Vision and Mission
 - Quality of Relationships
 - Relationship with the Parish and the Canonical Administrator
 - Awakenings Religious Education Curriculum
 - School Liturgies and Patterns of Prayer
 - Policies & Programs
 - Outreach & Service
 - Retreats & Reflection
 - RE Accreditation
- (cf. Awakenings, p 56)*

Learning & Teaching

What is your educational philosophy? How does it align with the following statement below?

This aspect sees the school as a community of learners who work together in collaboration to build a sound educational belief system. It ensures that all students participate in a high quality, data driven and evidence based planned learning program marked by the distinctive nature of Catholic faith and tradition. It asks that teachers remain current in all areas of authentic curriculum theory, development, implementation and evaluation.

This Key Aspect of Catholic Schooling relates to such things as:

- Effective pedagogy
- Maximizing student outcomes
- Leading Collegial Learning
- Religious Education
- Student Engagement
- Victorian Curriculum
- Assessment and Reporting
- Staff Professional Learning
- Accountability and Compliance

Wellbeing

What is your understanding of Wellbeing? How does it align with St Paul's approach to Wellbeing?

Schools need to ensure a positive climate and whole school recognition of the uniqueness and value of each child. They must establish a safe school environment in which a spirit of genuine care and acceptance of students for each other is achieved. The school fosters and promotes each student's self-esteem, celebrates achievement and encourages self-responsibility. It promotes pastoral care of all students and ensures consistent, positive discipline practices across the school.

This Key Aspect of Catholic Schooling relates to such things as:

- Pastoral Care
- Student Connectedness and Recognition
- Student Achievement
- Student Self-Esteem
- Classroom Climate
- Inclusion
- Primary Prevention to Restoring Relationships

Leadership and Stewardship

Complete the following statement

Being a leader is....

The school ensures effective and efficient administrative practices that support the sound management of the school. It facilitates a positive climate amongst staff and promotes a clear sense of purpose and direction. Procedures are implemented which meet the accountability requirements of the System and Governments. Resources are utilised to maintain and develop school premises, equipment and facilities, consistent with Statutory Regulations and the needs of a modern educational institution.

This Key Aspect of Catholic Schooling relates to such things as:

- Staff Recruitment and Support
- Staff Wellbeing
- Performance and Development Culture
- School Improvement
- Organisational Structures
- Resource Management
- Legal Compliance
- School Governance
- School Operations

Community

Complete this statement

Community works when....

This aspects includes the involvement of the school, in the life of the parish/Diocese, the local community and society in general. The role of the school is one of partnership with parents, working to develop a strong, supportive and accepting community. The school is promoted as a credible, viable educational option for those seeking Catholic education.

This Key Aspect of Catholic Schooling relates to such things as:

- Parish
- Parents
- Enrolments
- Wider Community
- Promotion
- Accessibility
- Social Justice
- Care of the Environment