

Eligibility checklist and suitability criteria for employment as a teacher in schools with significant Aboriginal student enrolments

Personal details

Name: _____

Teaching area (e.g. secondary science, K-6): _____

University: _____

Signature: _____ Date: ____ / ____ / ____

You need to submit this eligibility checklist and selection criteria statement at the time of your personal suitability interview. This information will be considered by your interviewer to assess your suitability as a teacher in a NSW public school with significant Aboriginal student enrolments.

Please refer to guidelines at the end of this document when stating how you would meet the selection criteria listed below.

Eligibility requirements

You are eligible to seek employment as teacher in schools with significant Aboriginal student enrolments if you answer yes to at least one of the following eligibility requirements.

1. Have you completed any course(s) and/or unit(s) of study in which you learnt about Aboriginal people or Aboriginal culture or Aboriginal education?

Yes No

If yes, please indicate the type of study undertaken:

as part of my university teacher education program

through a TAFE course

through a private training provider

other (please specify) _____

2. Have you undertaken any professional experience in schools with significant Aboriginal student enrolments? (20% of enrolments or 20 or more students)

Yes No

3. Have you worked with Aboriginal communities or Aboriginal students as a community worker or an education support worker either in paid employment or as a volunteer?

Yes No

Number of months: _____

SUITABILITY CRITERIA (Please refer to the guidelines enclosed before completing)

1. Cultural and contextual understanding of Aboriginal people

2. Effective relationship and communication skills in the context of working in a school with significant Aboriginal student enrolments

3. Demonstrated ability to work in and be part of a community which includes Aboriginal students and parents

4. Sound pedagogical knowledge and understanding

5. Sound behaviour management skills and knowledge

I declare this statement to be my original work, prepared and written by myself and I have honestly answered the questions above relating to my eligibility for this initiative.

Signature of applicant: _____ Date: ____ / ____ / ____

Guidelines for a better understanding of the requirements of the Graduate Recruitment Program: Aboriginal Initiative criterion

Graduates seeking employment in schools with a significant Aboriginal student enrolment are required to address the criteria to demonstrate their suitability to teach in those schools. Requirements for each criterion have been explained in detail to assist graduates in gaining a better understanding of the criteria.

You are encouraged to read these guidelines before addressing the selection criteria. These criteria are unique to this initiative.

Cultural and contextual understanding

- empathy with and understanding of Aboriginal culture
- understanding of your own culture
- knowledge of Aboriginal history and the impact of colonisation on Aboriginal people
- awareness of students' family and home backgrounds
- understanding of individual differences in students including the self-sufficiency and self-reliance of Aboriginal students
- understanding of family responsibilities of Aboriginal students
- awareness of racism and bias and how this affects one's expectations of and relationships with students and the community.

Effective relationship and communication skills

- negotiation, listening and speaking skills
- flexibility, resilience and creativity
- ability to develop and sustain good relationships with students and their families
- consistency and fairness in dealing with all members of the school and community.

Demonstrated ability to work in and be part of a community

- ability to fit in and be part of the community in an active and positive way
- ability to assist students to develop a strong sense of their Aboriginal identity
- understanding of the context in which teachers work including rural education and rural life, isolation and climate and/or the needs of urban Aboriginal students.

Sound pedagogical knowledge and understanding

- ability to work as a team member
- high expectations of students and self
- ability to relate to needs of students and their culture and to create a future for Aboriginal students
- comprehensive knowledge of curriculum, quality teaching frameworks and student centred learning
- wide range of teaching strategies including the use of technology and human and material resources
- willingness to learn and to develop new professional skills and capabilities.

Sound behaviour management skills and knowledge

- ability to analyse the classroom environment and make decisions and adjustments in management practices to enhance relationships, student motivation and engagement
- ability to implement a range of flexible strategies which incorporate culturally sensitive practices, positive reinforcement, consistency and fairness
- ability to be empathetic with and sympathetic to students in stressful situations and encounters
- understanding of the power and impact of verbal and non-verbal communication.