ADVENTIST EDUCATION
AUSTRALIA

ADVENTIST SCHOOLS AUSTRALIA
Employment Prospectus

WELCOME
To Adventist Schools Australia

One of the greatest challenges in life is to identify the talents and skills that God has given you and to find how to best use these gifts in advancing the Kingdom of Heaven. Finding your passion and incorporating it into your career creates a life flow that is fulfilling, rewarding and impacts the lives of others. Your job does not feel like work. You are in the zone. You are where God wants you to be!

Christian teaching is God ordained. In Ephesians 4:11-12 the Apostle Paul states that Christ gave "…*evangelists, pastors and teachers to equip his people for works of service, so that the body of Christ may be built up*" (NIV). However, teaching is not for everyone. It is for individuals who have a passion for young people and a burning desire to share Christ with them each and every day through their teaching and example.

The Christian worldview is under direct attack from many quarters. In a postmodern world many young people have no idea how they can find meaning and purpose in their lives. Our schools are filled with many of these young people and you have the opportunity to introduce them to Christ and give their lives meaning and purpose. What a privilege this is and what a challenge!

If your passion is young people, sharing Christ with them, developing their talents, and equipping their lives for the joy of service in this world and beyond, then why not choose to join us? Not only will you make a difference, with God's help you will make an eternal difference.

Dr Daryl Murdoch
National Director
Adventist Schools Australia

HISTORY
Of Adventist Education

The first official Seventh-day Adventist school in Australia was conducted in three terrace houses in St Kilda Road, Melbourne in the early 1890's. Soon after, on April 28, 1897, the doors opened on the campus of the Avondale School for Christian Workers. There were 25 primary pupils that year.

Today, more than 100 years later, there are close to 50 Adventist school campuses around Australia, each respected in their communities for providing authentic Christian education.

In the past, Adventist schools were seen as places exclusively for Adventist familes to send their children. Today, we are a vital ministry of the Seventh-day Adventist Church. We are evangelistic in our mission, opening our doors to all who want a Christian school community that is caring, safe and sets high academic standards.

Throughout all the changes in practice, educational theory and technology, there has been one constant since the beginning - Christ. He has always been the centre of everything we do. The desire to share God's amazing grace and salvation to everyone who sits in our classrooms will always be our focus.

DID YOU KNOW...

The Seventh-day Adventist education system stands as one of the largest and most noted of all Protestant school systems in the world.

Worldwide, it has **over 7,500 educational institutions** operating in more than 100 countries, employing **over 84,000 teachers** and more than 33,000 support staff, educating over 1.6 million students.

In Australia, we have some **50 campuses,** employing **over 1,200 teachers** and educating around **13,000 students**.

Nunawading Adventist School, 1962

FOCUSED
On The Fundamentals

In our **ADVENTIST IDENTITY**, we:

- are proud of our heritage and the Seventh-day Adventist Church.
- ensure that Christian principles and our special character are embedded in every aspect of the school.
- provide many opportunities for students and their families to accept Christ as their personal Saviour.

In our **LEARNING AND TEACHING,** we:

- set high expectations for learning to challenge and engage all students to achieve their potential.
- have a strong focus on high quality teaching in every classroom and a commitment to professional learning.
- deliver a curriculum that provides all students with a solid foundation in core knowledge, understandings, skills and values while being responsive to individual needs.
- have structures and processes to identify, support and monitor the needs and performance of each individual student.
- ensure all students can access and participate fully in their school's learning programs and promote the involvement of students in the life of the school.

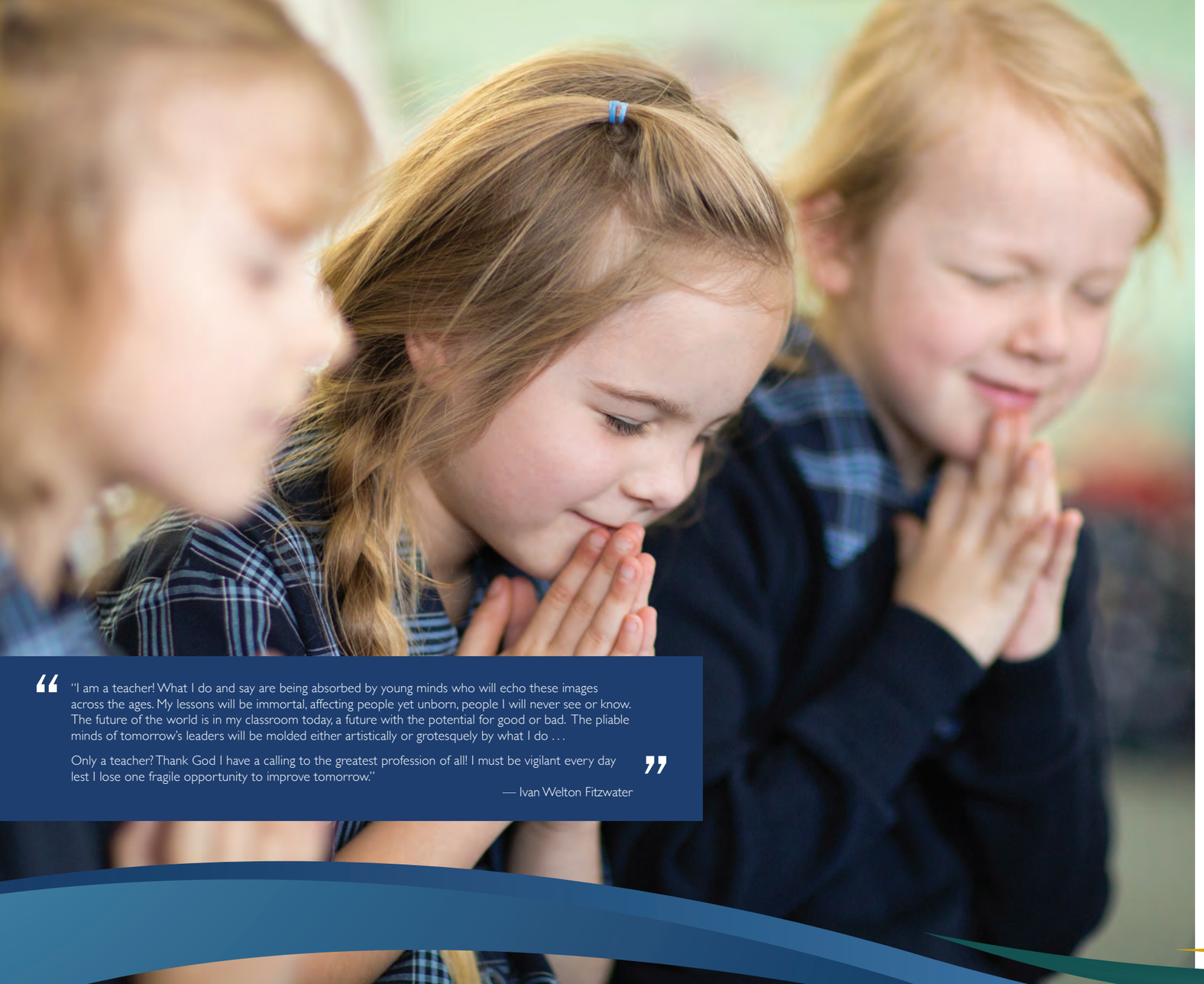
In **LEADING SCHOOL IMPROVEMENT**, we:

- establish and publish a shared and clear vision of the school's values, goals, priorities and directions.
- demonstrate strategic, purposeful and participative leadership, with a strong focus on student achievement through quality teaching.
- manage resources and risks in ways that support the school's vision and maintain its operational integrity.
- meet and surpass government expectations of school improvement through the development of the Quality Adventist Schools Framework.

In **COMMUNITY PARTNERSHIPS,** we:

- provide safe, supportive, inclusive and welcoming places.
- actively encourage and support parents to be involved in their children's learning.
- foster a genuine collaborative relationship with the school and wider community.
- celebrate and promote achievement within the community.

Quality Adventist Schools



> "I am a teacher! What I do and say are being absorbed by young minds who will echo these images across the ages. My lessons will be immortal, affecting people yet unborn, people I will never see or know. The future of the world is in my classroom today, a future with the potential for good or bad. The pliable minds of tomorrow's leaders will be molded either artistically or grotesquely by what I do …
>
> Only a teacher? Thank God I have a calling to the greatest profession of all! I must be vigilant every day lest I lose one fragile opportunity to improve tomorrow."
>
> — Ivan Welton Fitzwater

EDUCATING

For Eternity

Adventist schools don't exist just for the imparting of academic knowledge. Students can get an education at any school, but Adventist schools believe in delivering so much more.

"True education means more than the pursual of a certain course of study. It means more than a preparation for the life that now is. It has to do with the whole being, and with the whole period of existence possible to man. It is the harmonious development of the physical, the mental, and the spiritual powers. It prepares the student for the joy of service in this world and for the higher joy of wider service in the world to come."

– Ellen G White, *Education*

What this world needs more than anything right now is men and women of character who are prepared to make a difference and guide young people into fulfilling their God-given potential. In a world that seems to have lost its way, we need teachers who can deliver not only high academic outcomes, but more importantly, have a positive eternal impact on their students.

Every Adventist school has a fundamental belief that Christ is the centre of everything they do. The values and beliefs of Christianity are not just tacked onto an academic program - they are foundational and central to everything that happens within a school. What a privilege to be able to point students to Christ!

"Character building is the most important work ever entrusted to human beings; and never before was its diligent study so important as now. Never was any previous generation called to meet issues so momentous; never before were young men and young women confronted by perils so great as confront them today."

– Ellen G White, *Education*

The quality of an education is reflected by the quality of the teachers. Adventist schools seek the very best teachers - teachers who are caring, professional, and committed to sowing seeds for Christ.

WHY TEACH

A CARING WORKPLACE

ASA understands its most valued and important asset is its teachers. ASA also understands that there are high demands placed on teachers, so it is important to provide a caring and supportive environment. Whether a new graduate teacher or an experienced teacher, everybody is valued and respected as a professional.

PROFESSIONAL DEVELOPMENT

Teachers are lifelong learners. So it is important to provide a program for teachers' professional development. Each school company provides guidance and incentive to encourage teacher growth. Beginning teachers are especially supported and guided through two years of induction. After the induction period, teachers move to regular status and are supported to maintain an appropriate program of professional development to meet teacher registration requirements.

DISTINCTIVES PROGRAM

What makes Adventist schools so unique is their Adventist special character. To maintain Adventist distinctiveness, it is crucial that all teachers understand and uphold the philosophy of Adventist education. Teachers who have received their training in a non Seventh-day Adventist institution are provided extra support, with an opportunity to participate in an orientation program to support them in understanding the worldview, mission and special character of Adventist education.

REMUNERATION

Teaching for Adventist education is a professional business. A career in Adventist education is rewarding, not only for the personal satisfaction received, but an income that is equitable to teachers in other systems. Wages are paid according to the negotiated Collective Agreement/Enterprise Agreement (CA/EA) and/or South Pacific Division Wages Schedule as applicable. Wage adjustments are in keeping with the negotiated outcomes listed in the CA/EA between the teachers and the school company.

EMPLOYEES FEE DISCOUNT

It is always nice to get a discount. Being a valued member of Adventist education brings with it many benefits. The various school companies offer discounts to support their employees. For example, discounted school fees are offered for all employees' children attending a Seventh-day Adventist school. This is a real bonus when family budgets are tight.

ADVANCED STUDY ASSISTANCE

ASA knows that quality schools require highly trained and professional teachers. The AUC Education Advanced Study Policy enables authorised personnel to pursue an approved enrichment course or a study program leading to a recognised advanced diploma, master of education or doctorate. Applications to pursue a study program are processed through the local conference director of education.

OTHER BENEFITS

There are a number of other benefits that are available to employees of the Seventh-day Adventist school system. Details of these may be found in the CA/EA Agreement, ASA Education Handbook and/or South Pacific Division Working Policy. Benefits include:

- ACA Health Benefits Fund
- Long service leave
- Maternity leave
- Compassionate Fund
- Accident insurance
- Transfer costs and allowances
- Mercer/ACAST Superannuation Fund

ALYSE HUTCHINSON
Primary Teacher

The year 2000 was a big year for me. The Sydney Olympics were in full swing, I lost four teeth and I met a woman that would unknowingly change the course of my life. She was my Year Two teacher. I became an immediate fangirl as her love for life was infectious. It soon became obvious that her passion for life and her ability to treat others in such a kind manner was due to her relationship with God. It was amazing to witness and experience someone truly using her gifts for God. I knew that if I were to experience the same zest for life that she had, I must embrace God's purpose for me; so I became a primary teacher.

The ministry of teaching is a life changing ministry. Not only for staff, but for students and their families. There are beautiful moments in teaching when you help a student overcome an academic or an emotional barrier, however, the greatest teaching moment for me is in the instant you see a child meet Jesus. There is an indescribable 'look' that a person gives when they know they are loved and have a purpose. To even witness such an event is enough for a tick on the bucket list, but to play a part in it is truly a phenomenal experience.

I love that I work in a school system that allows me to dip into these experiences and share Jesus openly with students. I am supported by my peers academically, emotionally and spiritually, which helps to push me to reach my potential. Teaching is not just about developing students' ability to learn, but it is about building the next generation to become people of purpose. Some ministers preach and some ministers teach. Like my Year Two teacher, I have chosen to teach in order to pass on the inheritance of the message of Jesus to the young hearts and minds that desperately need to hear and see it.

MARK ELBOURNE
Secondary Teacher

During high school, many of my teachers played a crucial role in my life, inspiring me to one day serve and be a part of God's ministry. In Year 12, God put teaching on my heart and when I received a scholarship to Avondale College of Higher Education, it was without a doubt, His plan for me.

I am now working in Adventist education as a PDHPE and Outdoor Education teacher at Prescott College Southern in Adelaide, South Australia. Moving interstate away from home, family and friends, was a little nerve-racking. However this feeling quickly diminished as the local Adventist Church and school community warmly welcomed me. In no time it became my home away from home.

I love my job not only because I get to do what I love, but also because of the people I work with. No matter where you are or what you are doing, the people around you will have the greatest impact on your experience as a teacher. I believe that this is a perk of Adventist education, where you are supported and recognised.

As Seventh-day Adventist Christians, our role is to make disciples of Jesus. As teachers in Adventist education, we are given amazing opportunities on a daily basis to show our students how much they are loved by God. As we love unconditionally, plant seeds of hope, serve with passion and empower our young people, teaching becomes more than a 8:30 to 3:30 job with 10 weeks of holidays, but a job for one's eternal life.

> "I am supported by my peers academically, emotionally and spiritually, which helps to push me to reach my potential."
>
> — Alyse Hutchinson

PROFESSIONAL
Expectations

The teaching ministry of the Church offers a lifelong career in ministering to the spiritual and educational needs of children and youth. It is expected that each teacher:

- be an active and participating member in regular attendance at a Seventh-day Adventist Church.
- possesses teaching qualifications acceptable to State teacher certification authorities and the South Pacific Division Department of Education, and be registered as a teacher with the State authority.
- in accordance with the AITSL National Professional Standard for Teachers, demonstrates classroom competencies that include skills in classroom management, student behaviour management, planning, programing, adapting teaching strategies to individual needs of students, evaluation of student progress and the maintenance of academic records.
- is required to meet the Adventist Identity Teaching Standards, which complement the AITSL standards.
- demonstrates involvement in school activities, e.g. curricular and extra-curricular activities.
- recognises the authority of the school company and conference administration of the Seventh-day Adventist Church as the employer.
- recognises the significance of being a positive role model to the students and the school community as a whole.

EMPLOYMENT
Process

1. For listings of current teacher vacancies visit:

   http://asa.adventist.edu.au

2. Complete the application form available online.
3. Send your resume and application to:

   National Director
   Adventist Schools Australia
   PO Box 4368
   Ringwood Victoria 3134

4. For more information contact:

   Adventist Schools Australia
   PO Box 4368
   Ringwood Victoria 3134

   Phone: 03 9871 7518
   Fax: 03 9870 7715
   Email: schools@adventist.edu.au

NOTE: The material contained in this Employment Prospectus is a summary of policy statements to be found in the CA/EA Agreement and/or South Pacific Division Working Policy and Adventist Schools Australia Education Handbook. Because it is a summary it should not be considered a legal document but the policies that it refers to are the terms and conditions under which Seventh-day Adventist teachers are employed by the Church.

TEACHER
Training

Avondale
COLLEGE OF HIGHER EDUCATION

Considering a career in teaching?

Gain your qualification at Avondale College of Higher Education.

For more information contact:

Prospective Students - Admission Enquiry Centre
From Australia: Free Call 1800 991 392
From outside Australia: +61 2 4980 2377
Fax: +61 2 4980 2151
Email: enquiries@avondale.edu.au

www.avondale.edu.au

Avondale College of Higher Education
Cooranbong NSW 2265

DIRECTORY
Adventist Schools Australia

ADVENTIST EDUCATION AUSTRALIA

Adventist Schools Australia - National Office
289 Maroondah Highway
[PO Box 4368] Ringwood VIC 3134

Phone: 03 9871 7518
Web: http://asa.adventist.edu.au
Email: schools@adventist.edu.au

GREATER SYDNEY
4 Cambridge Street Epping NSW 2121
Phone: 02 9868 6522 Fax: 02 9868 6533

Schools
Hills Adventist College (Castle Hill and Kellyville, Sydney)
Hurstville Adventist School (Hurstville, Sydney)
Macarthur Adventist College (Macquarie Fields, Sydney)
Mountain View Adventist College (Doonside, Sydney)
Sydney Adventist School Auburn (Auburn, Sydney)
Wahroonga Adventist School (Wahroonga, Sydney)

NORTH NEW SOUTH WALES
PO Box 7 Wallsend NSW 2287
Phone: 02 4951 8088 Fax: 02 4950 1102

Schools
Avondale School (Cooranbong)
Blue Hills College (Goonellabah, Lismore)
Central Coast Adventist School (Erina, Gosford)
Kempsey Adventist School (Kempsey)
Macksville Adventist School (Macksville)
Macquarie College (Wallsend, Newcastle)
Manning Adventist School (Tinonee, Taree)
Port Macquarie Adventist Primary School (Port Macquarie)
Toronto Adventist Primary School (Toronto)
Tweed Valley Adventist College (Murwillumbah)

NORTHERN AUSTRALIA
PO Box 51 Aitkenvale QLD 4914
Phone: 07 4779 3988 Fax: 07 4779 8891

Schools
Cairns Adventist College (Gordonvale, Cairns)
Carlisle Adventist Christian College (Beaconsfield, Mackay)
Riverside Adventist Christian School (Aitkenvale, Townsville)

SOUTH AUSTRALIA
PO Box 120 Prospect SA 5082
Phone: 08 8269 2177 Fax: 08 8344 8068

Schools
Prescott College (Prospect, Adelaide)
Prescott Primary Northern (Para Vista, Adelaide)
Prescott College Southern (Morphett Vale, Adelaide)

SOUTH NEW SOUTH WALES
PO Box 800 Canberra ACT 2601
Phone: 02 6249 6822 Fax: 02 6247 5059

Schools
Border Christian College (Thurgoona, Albury)
Canberra Christian School (Mawson, Canberra)
Narromine Christian School (Narromine)

SOUTH QUEENSLAND
19 Eagle Terrace Brisbane QLD 4000
Phone: 07 3218 7777 Fax: 07 3236 1305

Schools
Brisbane Adventist College (Mansfield, Brisbane)
Coral Coast Christian School (Bundaberg)
Darling Downs Christian School (Toowoomba)
Gold Coast Christian College (Reedy Creek, Gold Coast)
Ipswich Adventist School (Brassall, Ipswich)
Noosa Christian College (Cooroy, Noosa)
Northpine Christian College (Dakabin, Brisbane)

TASMANIA
GPO Box 1039 Hobart TAS 7001
Phone: 03 6234 2344 Fax: 03 6234 8721

Schools
Hilliard Christian School (Moonah, Hobart)
North West Christian School (Penguin)

VICTORIA
PO Box 215 Nunawading VIC 3131
Phone: 03 9264 7777 Fax: 03 9264 7700

Schools
Edinburgh College (Lilydale, Melbourne)
Gilson College - Taylors Hill (Taylors Hill, Melbourne)
Gilson College - Mernda (Mernda, Melbourne)
Henderson College (Irymple, Mildura)
Heritage College (Narre Warren South and Officer, Melbourne)
Nunawading Christian College Primary (Nunawading, Melbourne)
Nunawading Christian College Secondary (Nunawading, Melbourne)

WESTERN AUSTRALIA
PO Box 134 Gosnells WA 6990
Phone: 08 9398 7222 Fax: 03 9398 5164

Schools
Carmel Adventist College Primary (Bickley, Perth)
Carmel Adventist College Secondary (Carmel, Perth)
Esperance Christian Primary School (Esperance)
Landsdale Christian School (Landsdale, Perth)
Victoria Park Christian School (Victoria Park, Perth)

ADVENTIST SCHOOLS AUSTRALIA

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