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Introduction

We are delighted that you are considering working at Ballarat Clarendon College, Victoria, Australia.

This guide is designed to provide you with information surrounding professional registration, financial support and the onboarding process.

Clarendon provides general information and guidance only. All information in the guide is correct at time of publishing. We encourage you to undertake further research into this fantastic opportunity.

About Ballarat Clarendon College

Ballarat Clarendon College is different by design. Clarendon's knowledge-rich and sequenced curriculum, its commitment to explicit teaching, approach to the structure of lessons, classroom management and data analysis makes it different from other schools – deliberately so.

At Clarendon, we believe that learning should not be a lottery. Students should never feel 'lucky' to have one teacher but 'unlucky' to be taught by another. If a teacher is supporting and progressing their students through a nuanced approach to a topic, a particular sequence of tasks, a more effective explanation or a striking analogy that illuminates a complex concept, then all teachers should know about and use those same methods. Everyone wants to get better.

We believe that all students deserve the best curriculum we can offer – one that draws from the research evidence that points to the effectiveness of a knowledge-rich curriculum, explicitly taught. And this is what drives Clarendon's approach to common planning, to developing a high-quality curriculum that contributes to better learning opportunities for students and for staff.

The approach that we take is not that same as other schools that pursue different pathways towards excellence, but it is what we do.

Clarendon's commitment to professional learning – using research-based best practice to get better – ensures that our teachers, working closely with and learning from their colleagues, strive, thrive and achieve. We are about learning. That might sound obvious for a school. Yet, to us, everything is an opportunity for learning – every interaction, every game, every performance, every calculation or paragraph. We are as much about teacher learning as we are about student learning. And who would not be up for that? Who would not want to get better all the time?

Clarendon is not like other schools. Deliberately so. We are daring and we are intentionally and purposefully different.

If Clarendon sounds like the type of school that you'd like to be a part of, we're keen to meet with you.

Benefits of Working at Ballarat Clarendon College

There are many benefits to working at Ballarat Clarendon College, including:

- a culture of success
- attractive salaries
- salary packaging opportunities
- professional learning focus
- evidence based explicit instruction
- supportive environment where staff are valued
- a lifestyle and family-friendly workplace
- diverse work environment with multi-disciplinary teams
- short commute for Ballarat locals and free parking
- modern and bright workspaces incorporating an environment steeped in history
- flexible working hours where possible
- employee assistance program.

Ballarat Clarendon College Teacher Pay Rates

Clarendon Rates	
Level	Australian Dollars*
Graduate	\$84,071.00
2	\$86,673.00
3	\$89,747.00
4	\$92,819.00
5	\$95,899.00
6	\$98,003.00
7	\$101,047.00
8	\$104,091.00
9	\$107,134.00
10	\$111,258.00
11	\$115,474.00
12	\$124,763.00
13	\$126,114.00

*plus 11.5% superannuation. Rate at 1/9/2024

Our Commitment to You

Ballarat Clarendon College is committed to assisting you move to our great city. In addition to the benefits of working for the highest VCE ranked school in regional Victoria, we can offer supports, including:

- support to relocate to Ballarat
- support locating accommodation
- peer support in navigating the local environment.

About Ballarat

Wadawurrung people are the traditional owners of the lands in the Ballarat district. They have cared for this country for over a thousand generations and still care for it today. According to Dreamtime legend, 60,000 years ago, Bunjil – the wedge-tail eagle creator spirit – soared over Wadawurrung Country, shaping the landscape and made all the people and animals.

Escape the rush of city life with a relaxed-paced lifestyle. With a population over 110,000, Ballarat offers residents all the benefits of metropolitan life – from boutique shopping to fine dining, a thriving arts scene to immersive entertainment.

Ballarat is the state's fastest growing inland city and is the largest centre in Western Victoria. It hosts two universities, two hospitals, IBM Global Services, McCain Foods, Mars Wrigley Confectionery, amongst the 8,857 businesses and industry based in the region.

The Art Gallery of Ballarat is the oldest regional gallery in Australia and houses one of the country's most extensive collections of early Australian works.

About Victoria

On the southern tip of the Australian east coast, Victoria is Australia's second-smallest state, covering 227,600 km².

Victoria's capital city is Melbourne which is home to approximately 5 million people. The City of Melbourne is a vibrant and culturally diverse community. Around 140 cultures are represented, from Victoria's original Indigenous inhabitants to more recent migrants from countries in Europe, Asia and Africa.

Regional Victoria encompasses all the areas of the state of Victoria outside Melbourne. Regional Victoria contains much of Australia's environmental diversity. From world-class wineries to natural hot springs, mountain ranges to stunning coastlines and national parks. It boasts a fabulous outdoor lifestyle, with hiking at our doorstep.

How to Apply

Your application can be submitted at the Ballarat Clarendon College website [Current Vacancies](#).

Your application must include your current resume and statements responding to the following questions:

1. Having researched Ballarat Clarendon College, why do you think you may be a good fit for our school?
2. Teaching is an unusual role in many ways. How do you ensure you maintain an appropriate work-life balance?
3. Can you think of an example when your team reached a decision to change a practice, yet an individual within that team continued to operate as they have always done? What are your thoughts about the impact of this on achieving desired outcomes?
4. Describe to us your experience using internal and external data on student learning outcomes to plan more effective teaching? What did you learn?
5. Clarendon is committed to an explicit model of teaching exemplified by Barak Rosenshine's 'Principles of Instruction'. Some educators prefer an inquiry learning model. What teaching approach do you prefer and why?
6. Clarendon teachers collaborate in teaching teams in the preparation of units of work and individual lessons, agree the contents and then teach from the same lesson plan. Some teachers would perceive a lack of autonomy in this approach. What are your thoughts?

Requirements to Teach in Victoria

Victorian Institute of Teaching

Teachers who are registered interstate or completed their initial teacher education (ITE) or early childhood (EC) education studies overseas are required to provide additional documentation when applying for teacher registration in Victoria.

To be eligible for mutual recognition, applicants must:

- have financially current, practising registration in another Australian state or territory or in New Zealand
- not be the subject of disciplinary proceedings in Australia or New Zealand (including any preliminary investigations or action that might lead to disciplinary proceedings)
- not have their registration cancelled or currently suspended in Australia or New Zealand as a result of disciplinary action
- not be otherwise personally prohibited from teaching in Australia or New Zealand
- not be subject to any special conditions as a result of criminal, civil or disciplinary proceedings in Australia or New Zealand, and outline any special conditions they are subject to.

If the teacher holds provisional registration interstate or in New Zealand they may be eligible to obtain provisional registration via mutual recognition.

If they hold full registration interstate or in New Zealand they may be eligible to obtain immediate full registration via mutual recognition.

If they hold an alternative authorisation to teach, such as permission to teach or conditional registration, they are not eligible for mutual recognition.