

## **ST JOSEPH'S SCHOOL, BOULDER**

St Joseph's is a single stream school established in 1898 in Boulder. In reality, Kalgoorlie and Boulder are one large town and it takes no more than a 10 minute drive to get anywhere. There are ample choices for restaurants, sporting clubs, social activities, fitness and exercise and entertainment. It is a great place to live for singles, couples and families. We have outstanding teachers and support staff.

### **WHAT IT'S LIKE TO WORK AT ST JOSEPH'S BOULDER**

We pride ourselves on the very high level of support we provide to our teachers and other staff. Most of our teachers are early career, so we are well used to providing mentoring, coaching and whatever support is needed for the individual teacher. We have an Organisational Health Index of 97/100 which indicates we are a supportive and welcoming environment where all staff understand the goals of the school and how we are going to achieve them. We place a high emphasis on the pastoral care of our staff so that they can do their best work for our students. Stressed out teachers do not generally meet their potential, so our goal is to assist you to be the best teacher you can be, whilst also ensuring you feel supported and appreciated. Whilst we are very pastoral, we also have high expectations of our teachers, as we see it as our responsibility to do great things for our students.

### **OUR STUDENTS AND FAMILIES**

We have a beautiful bunch of students at St Joseph's Boulder. Our class sizes range from 20-34 and we are becoming more multi-cultural every year. Student behaviour is generally excellent and the support of parents is very good. A large number of parents work in the mining industry, but many also work in businesses in town. We have a very transient town, as families move into and out of Kalgoorlie regularly throughout the year. There are not many weeks in the school year where we don't have a family leave or another family enrol.

### **TEACHING AND LEARNING**

St Joseph's uses whole-school approaches to as much as possible (in particular literacy, numeracy and behaviour management). This ensures consistency of language and strategies across the school which not only benefits the students, but also allows for teachers to collaborate with ease. Our goal for literacy and numeracy in particular, is to reduce the load on teachers by having structures that tell them what they need to teach to allow them to focus on how to teach it in the best possible way.

Literacy – In literacy, we use the following approaches:

- Spelling/phonics – Sound Waves. All classes from PP to Year 6 use a phonics-based approach to spelling and all students learn every phoneme every year to attempt to reduce any gaps in learning. There are online learning activities to support the teacher in delivering the lesson content.
- Writing – Talk for Writing. This is a highly interactive and structured approach to writing, with a strong emphasis on the development of vocabulary and sentence

structure through the oral recitation of teacher-created stories. Over the course of the writing unit, students are led through a range of scaffolded activities to create their own writing pieces. You would be sent on a 2-day training course to learn all about this programme.

- Reading – CAFÉ and Daily Five. CAFÉ details the reading strategies that should be taught to students under the headings of Comprehension, Accuracy, Fluency and Expand Vocabulary. Daily Five is the activities students engage in whilst their teacher or EA work with individual and small groups of children. Our approach is similar to guided reading, but slightly different. In guided reading, students are generally grouped by reading level. Our approach groups students according to the reading strategy they need to work on. For example, teachers may group 4 students of vastly different reading levels, but who all need to work on the “check for understanding” strategy. We place a strong emphasis on developing a genuine love of reading, so students do not generally read from levelled readers in their groups, but rather work on the same strategy as their group members, reading their individually chosen book based on their interests.

Numeracy – For maths, we use iMaths as our core curriculum and also have a strong focus on basic maths facts. iMaths allows the teacher to programme using the iMaths online tools and lesson content is delivered with the support of embedded learning activities.

### **REMOTE AREA PACKAGE**

Please refer to the Teacher EBA which outlines the CEWA Remote Area Package, which can be found from page 47 here: <https://www.cewa.edu.au/publication/teaching-staff-eba/>. Here is a summary of the main points (but please rely on the EBA for the most comprehensive information). The CEWA Housing Scheme is not detailed in the EBA, but a summary is below also.

**Housing** – CEWA subsidise the rent for full-time teachers who were not living in Kalgoorlie-Boulder when they were appointed. CEWA owns very few houses in Kalgoorlie-Boulder. For teachers, there is one block of five one-bedroom units, but these are difficult to get, as there are more than 50 CEWA teachers across the three Catholic schools here. The vast majority of teachers live in rented accommodation. We will assist you in finding a suitable house/unit, if you would like us to. Once your preferred accommodation is chosen, you will need to let us know so that CEWA can apply for the lease (it is not held in your name). If the application is successful, you will complete an agreement with CEWA to reside in the accommodation. You will pay a bond of \$1,000 which is taken out of your pay over a period of five pays.

Rent can be quite expensive here, so it is subsidised by CEWA and the amount you pay will depend on your salary, your family status and the asking rent of the house or unit. Some examples are below:

A Step 2 single or married teacher (graduate) renting a unit or house for \$350 per week would pay around \$228 per week.

A Step 7 teacher with one child renting a unit or house for \$450 per week would pay around \$241 per week.

**Air Conditioning Reimbursement** – This allowance assists with the cost of electricity. It's only a small amount, but it adds up. For a single teacher, the amount is equal to \$5.31 per fortnight and for a married teacher (or one with children), it is \$10.62. This is not paid fortnightly, but rather you will be asked for an electricity account twice per year and the school will pay you up to amount you qualify for.

**Location Allowance** – This allowance is \$17.40 per fortnight for a single teacher and \$34.80 for a married one (or one with children). It is paid fortnightly with your usual pay.

**End of Year Bonus** – In December each year, a bonus is paid to all teachers who have been at the school for one full year, or more. At the end of your first year, the amount is \$2,500 and at the end of your second year it is \$3,500. From your third year onwards, the amount is \$4,500.

**Travel on Appointment** – Your travel costs to Kalgoorlie (and your spouse and children, if applicable) will be covered by the school. Most teachers choose to drive their cars to Kalgoorlie, but you also have the option of flying up and having your car transported by truck. If you choose to drive, you will be paid an allowance for this, which is generally the cost of a one-way airfare from Perth.

**Travel on Resignation** – If you stay at the school for two years, or more, your return travel costs are also covered, as above.

**Christmas Vacation Travel** – As long as you have completed one year of service and are returning to the school the following year, your travel to Perth and back to Kalgoorlie will be covered by the school.

**Furniture Relocation** – Single teachers can move up to 15 cubic metres of furniture and personal effects and married teachers (or those with children) get 30 cubic metres. If you have more furniture than this allowance, you will need to pay the difference. The teacher's furniture will be moved by Grace Removals/Key Brothers from your usual home to your residence in Kalgoorlie. If you remain at the school for two years or more, the furniture will be moved back to your original location. If you stay less than two years, your furniture removal from Kalgoorlie will be at your own expense.