

Lead Teacher



Alta1 is an independent, co-educational CaRE school supporting students in Years 7–12.

As a Christian organisation grounded in compassion and care, we work alongside young people and families from all backgrounds.

We support students who have experienced challenges engaging with mainstream education, using a strength-based, trauma-informed approach that prioritises safety, belonging, and wellbeing. Through personalised, wrap-around support, we help young people rebuild confidence, reconnect with learning, and find their pathway to purpose.

We're pleased you've chosen to join Alta1 and look forward to working alongside you as we reimagine education and support young people to move forward with confidence.



Playing to your strengths

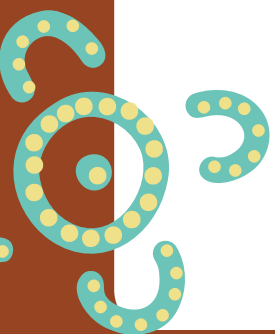
As a highly relational educator and programme leader, you play a central role in creating an environment where students and staff can flourish.

You understand that young people engage best in learning when they feel safe, connected and valued. You have a natural ability to build trust with students whose previous experiences of education may have been disrupted, challenging or unsuccessful.

You are equally confident leading literacy and numeracy instruction, coaching team members, coordinating daily operations, adjusting plans in response to changing needs and collaborating with multiple professionals to support student success.

You are a calm and capable leader who can guide others through uncertainty and complexity. Your team looks to you for direction, encouragement and support. You recognise the strengths of those around you and actively mentor and develop support staff so they can excel in their roles.

You thrive in dynamic environments where flexibility, creativity and strong organisational skills are essential. You can manage competing priorities, coordinate resources and maintain structure while adapting to the changing needs of students, staff and the wider programme. Most importantly, you understand that education at Alta1 Kimberley College is a team endeavour. You value diverse professional perspectives and work collaboratively to achieve the best possible outcomes for young people.



Here's what you're responsible for

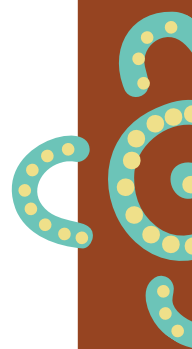


There is no typical day in the classroom. You can expect to face different challenges and leverage different opportunities every day. Your focus is on giving your students, the best chance at a fruitful life and facilitating a warm, caring environment for all team members. This will include activities such as:

Programme Leadership and Team Development

- Provide day-to-day leadership of the Middle School Programme.
- Lead and support a multidisciplinary team toward shared student outcomes.
- Mentor, coach and develop Education Assistants and support staff
- Identify and nurture the strengths of individual team members.
- Create opportunities for staff growth and professional development.
- Foster a positive, collaborative and accountable team culture.
- Support staff to excel in their respective roles and responsibilities.
- Oversee the planning, organisation and coordination of programme delivery.
- Contribute to staff induction and ongoing support processes.
- Model calm, professional and solutions-focused leadership.
- Participate in campus leadership discussions and decision-making processes.

Student Support, Development and Safeguarding

- Develop and deliver highly individualised learning pathways for students.
 - Build strong mentoring relationships with young people.
 - Support students to develop confidence, resilience and positive engagement with learning.
 - Deliver evidence-informed literacy and numeracy instruction across a broad range of developmental levels.
 - Engage adolescent learners whose academic skills may range from pre-literacy through to age-appropriate achievement levels.
 - Apply trauma-informed, strength-based and relationship-centred approaches.
 - Create safe, predictable and supportive learning environments.
 - Support students experiencing social, emotional and behavioural challenges.
 - Maintain accurate records of student progress, wellbeing and engagement.
 - Work collaboratively with staff and external professionals to support the holistic needs of students.
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Here's what you're responsible for



Teaching Practice

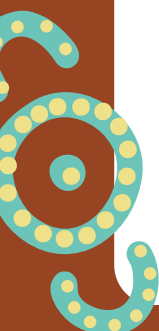
- Lead the delivery of the Alta1 Kimberley College Middle School Programme.
- Deliver engaging and differentiated learning experiences for students with diverse learning profiles.
- Teach and support literacy and numeracy development, particularly within Foundation to Year 6 competency levels.
- Design and adapt curriculum to meet the needs of students with significant gaps in learning and educational engagement.
- Create meaningful learning experiences that connect with students' interests, strengths and future pathways.
- Apply learning support principles and instructional intervention strategies.
- Monitor and assess student progress to inform planning and intervention.
- Support Education Assistants to effectively deliver literacy and numeracy interventions.
- Provide guidance and coaching to support staff involved in classroom instruction.
- Contribute to curriculum development and continuous programme improvement.
- Reflect on teaching practice and utilise data to improve student outcomes.

Campus Administration, Operations and Compliance

- Coordinate programme logistics and daily operations.
- Manage and maintain student and staff timetables.
- Coordinate staffing arrangements and support effective deployment of team members.
- Manage curriculum resources, learning materials and programme organisation.
- Maintain accurate student documentation, records and case notes.
- Write and manage Documented Plans (IEPs) and behaviour support documentation.
- Monitor attendance and follow-up processes.
- Support enrolment and transition processes.
- Coordinate excursions and community-based learning experiences.
- Ensure all compliance, reporting and administrative requirements are completed accurately and within required timelines.
- Demonstrate exceptional attention to detail and organisational capabilities

Communication Expert

- Communicate clearly, professionally and respectfully across a wide range of stakeholders.
- Build strong partnerships with students, families, carers, external agencies and colleagues.
- Facilitate productive conversations, including complex or challenging discussions.
- Share information effectively to support coordinated decision-making.
- Provide timely feedback regarding student wellbeing, engagement and academic progress.
- Contribute actively to multidisciplinary planning and review meetings.





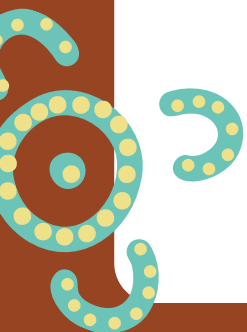
You will know you're successful when

- Students feel safe to engage in their own journey of self-transformation and are making positive progress.
- Your team is showing signs of personal and professional growth and development under your leadership.
- The campus is running smoothly, and your team is working together to achieve best outcomes for your students.
- Your relationships with parents, chaplains, support team members and other external stakeholders are positive and respectful.
- Mandatory documentation is accurately captured and submitted timeously.
- Communications are practical, respectful and caring.

Your Opportunities to Grow

At Alta-1 we believe in cultivating a work environment that encourages personal and professional growth. We want to see our staff and students thrive through:

- Mandatory professional development activities.
- Regular individual and peer clinical supervision.
- Professional development activities arranged by self, according to interest and professional improvement, as negotiated with Regional Principal and Lead Clinical Psychologist.



2026 Allowances

Item	Allowance	Payable
Retention & Attraction	- 25% of the allowance will be paid at the beginning of the year.	End of January 2026
	- 75% of the allowance will be distributed at the end of the year.	End of December 2026
	Note: Other staff members will receive a bonus equivalent to 10% of the amount received by teachers, distributed in the same manner and subject to adjustments by the Department of Education WA.	
Relocation	For employees relocating from outside of Kununurra, Alta-1 College will cover the relocation of home contents, one car, and one trailer, boat, or caravan. Relocation support is negotiable based on family size.	Paid per relocation
District Allowance	All employees will receive an annual District Allowance pro rata, subject to adjustment in accordance with the amount provided by the Department of Education WA.	Paid pro-rata over a 12-month period
Housing	The cost of accommodation for staff in reach beyond housing will be deducted from the housing allowance. Staff not living in reach beyond property will receive an annual housing allowance of \$15,000, pro rata per staff member.	Paid pro-rata over a 12-month period
Travel	All employees will receive an annual travel allowance of \$2,000.	End of January 2026
Medical	All employees will receive an annual medical allowance of \$1,000.	End of January 2026

Note: All the above allowances will be taxed in accordance with applicable Australian brackets tax laws.

Paywise Salary Packaging

We're excited to announce that our Kununurra staff can now access salary packaging through Paywise! Salary packaging offers a cost-effective way to reduce your taxable income, allowing you to save on tax while paying for everyday expenses such as rent, interest on home loans, costs related to home purchases, utilities and flights from major cities for holiday purposes. To take advantage of these benefits to maximise your take-home pay, please contact the Paywise Regional Manager, Steven Hopkins on 0438106004 or via email steven.hopkins@paywise.com.au