



SAMPLE ROLE DESCRIPTIONS

ROLE:

Aboriginal/Torres Strait Islander/local group term such as Koori, Murri/
First Nations (choose appropriate terminology for your school context) Cultural Educator

REPORTS TO:

e.g. Principal, Head Teacher – Teaching & Learning, or similar

ROLE DESCRIPTION & KEY DUTIES:

Cultural Educators are local Aboriginal and/or Torres Strait Islander community members approved by the local AECG or similar consultative body who work with teachers and school leaders to improve schools' capacity to include First Nations perspectives in their curriculum and pedagogy, for the purpose of improving education for both First Nations and non-Indigenous school students. The Cultural Educator's role is to:

- Build positive relationships with students, staff, school leaders and families/wider community.
- Work with Principals to identify key areas for change in school culture to make schools more culturally safe and nourishing for First Nations students/families/guests.
- Work alongside teachers to identify and describe key elements of Aboriginal cultures, histories and knowledges associated with curriculum outcomes, and to provide advice on their selection and sequence.
- Co-deliver lessons within selected curriculum units with participating teachers.
- Advise teachers on appropriate pedagogies and assessment methods from a First Nations perspective (for use with both First Nations and non-Indigenous students).
- Work alongside teachers to reflect on and evaluate successes and challenges after delivering lessons/units including First Nations content.
- Work alongside systemic and external providers to contribute to professional learning of teaching staff and leaders.

Note: the Cultural Educator's role revolves around curricular and pedagogic support for teachers and thus **does not** include some duties usually performed by Aboriginal Education Officers (AEOs) or School Learning and Support Officers (SLSOs), including:

- individual Aboriginal student support/participation in family meetings
- classroom behaviour management/discipline
- supervision of students, e.g. playground duty



ROLE:

Principals

REPORTS TO:

Department of Education/Directors

ROLE DESCRIPTION & KEY DUTIES:

Principals understand the importance of improving educational environments for all students by better integrating First Nations perspectives in curriculum and pedagogy. They are committed to bringing their teaching staff along on this journey by prioritising professional learning and opportunities in this field. The Principal's role is to:

- Build positive relationships with students, staff, Cultural Educators and families/wider community.
- Work with the Cultural Educator to improve their overarching school culture so that First Nations families and guests find the school culturally safe and nourishing.
- Support the work of the Cultural Educator at their school, e.g. by organising professional learning, time release for staff, and facilitating working groups of specific staff leaders who will primarily engage with the Cultural Educator.
- Ensure staff understand the role of the Cultural Educator and that the Cultural Educator is not being asked to engage in other duties not central to their position
- Work alongside teachers to reflect on and evaluate successes and challenges after delivering lessons/units including First Nations content.
- Document and maintain a record of their engagement/PL activities and outcomes.



ROLE:

Teachers

REPORTS TO:

Department of Education/Principals

ROLE DESCRIPTION & KEY DUTIES:

Teachers understand the importance of improving educational environments for all students by better integrating First Nations perspectives in curriculum and pedagogy. They are committed to prioritising professional learning and opportunities in this field. The teachers' role is to:

- Build positive relationships with the Cultural Educator, students, staff, school leaders and families/wider community.
- Participate in professional learning activities and planning meetings with the Cultural Educator.
- Work with the Cultural Educator to identify and select key elements of Aboriginal cultures, histories and knowledges associated with curriculum outcomes, and to design and sequence

appropriate learning activities based on these.

- Co-deliver lessons within selected curriculum units with Cultural Educators
- Integrate pedagogies and assessment methods from a First Nations perspective based on the Cultural Educator's and research-based recommendations.
- Work alongside the Cultural Educator to reflect on and evaluate successes and challenges after delivering lessons/units including First Nations content.
- Document and maintain a record of their teaching activities and outcomes.

