

Position: Elementary Teacher Qwam Qwum Stuwixwulh (QQS) Community School

Snuneymuxw First Nation (SFN) and the Nanaimo Ladysmith Public Schools (NLPS) Board of Education are committed to co-governing and operating the new Qwam Qwum Stuwixwulh Community School on Snuneymuxw land. The overall goal is to develop and restore a sense of place, to be a beacon of holistic learning, and connect learners to the knowledge and language that is rooted in these sacred lands. This is a path to student success, supported by the Syeyutsus framework for walking in two worlds. The brilliance of our ancestors, compel us, to work in a way that conveys respect and kindness.

It is the shared vision of SFN and NLPS, our promise, that we will offer a present day portal; an entry way to a great house that fosters holism, interconnectedness and hope for the future.

Qwam Qwum Stuwixwulh Community School and Bayview Elementary are sister schools and, as family, the schools aim to foster strong relationships with staff, learners and the school communities. This may involve support, mentorship, shared professional development and various resources. The Principal of Bayview Elementary will provide educational and administrative leadership to both schools.

Qwam Qwum Stuwixwulh Community School will be guided by the principles and practices of Snuneymuxw teachings, land-based learning and knowing, strength-based approaches, and trauma-informed mindset strategies of support. Elders, knowledge-keepers, cultural language teachers and district staff will provide guidance and direction that will influence the culture of this school.

We believe that supporting learners as a collective community is the path to nurturing and educating the whole child and all children.

Teacher employees carry out educational tasks such as establishing learning objectives and specifying the strategies and actions to achieve these objectives, identifying educational needs, developing and/or co-developing educational programs or activities, and teaching or instructing students.

Functions

Elementary school teachers perform some or all of the following duties:

- Prepare courses for presentation to students according to approved curriculum.
- Teach, facilitate and lead students using a systematic plan of lessons, discussions, feedback for learning, audiovisual presentations and field trips making adaptations for learners based on their individual and collective needs.
- Lead students in activities to promote their physical, mental and social development and their school readiness.
- Assess students, evaluate results, and report on student progress.
- Discuss results with students, parents and school officials.
- Identify children's individual learning needs.
- Participate in the preparation and implementation of remedial programs for students requiring extra help.

	<ul style="list-style-type: none"> • Review, follow and implement individual education plans ensuring participation by parents, outside agencies and staff as needed. • May be expected to supervise educational assistants and student teachers. • Elementary school may specialize in such areas as special education or second language instruction. 	
Employment Requirements	Professional Certification	<ul style="list-style-type: none"> • Certified through the BC Teacher Regulation Branch
	Education and Training	<ul style="list-style-type: none"> • A bachelor's degree in education is required. • Additional course work or training in Indigenous education preferred. • Additional course work in trauma informed practice preferred.
	Additional Requirements	<ul style="list-style-type: none"> • Preference will be given to teachers of Indigenous Ancestry. • Demonstrated experience as a respected educator and cultural practitioner of Indigenous values and traditions. • Evidence of specialized training, or working experience, in a Band governed educational environment. • Knowledge and understanding of Snuneymuxw culture, customs, and traditions, including land based teachings. • Knowledge and ability to teach and integrate Hulquminum language into daily lessons. • Knowledge, understanding, and ability to teach in a manner that reflects the Calls to Action as set forth by the Truth and Reconciliation Commission. • Knowledge of current developments and initiatives in Indigenous ways of teaching, learning, and knowing. • Demonstrated teaching experience working with Indigenous students who, given a history of generational trauma, may present with academic, social/emotional, behavioural, and/or mental health needs. • Demonstrated ability to work within a system of classroom and school-wide positive behavioural support, restorative

**Employment Requirements
continued:**

practices, and strengths-based or growth mindset models.

- Demonstrated characteristics of patience, optimism, and genuine care for Indigenous students and culture, with high expectations for students to succeed academically, socially, emotionally and behaviorally.
- Demonstrated ability to work in a highly collaborative team-based culture.
- Successful classroom teacher experience and/or student teaching experience in an elementary school setting.
- Training and/or experience with literacy and numeracy strategies that have been proven to be successful at the elementary level.
- Demonstrated experiences and superior skills working with students with a wide-range of literacy/numeracy levels and learning styles.
- Demonstrated proficiency to work with staff, colleagues, parents and students in knowledge producing and knowledge sharing.
- Demonstrated ability to maintain skills through professional learning.
- Demonstrated commitment to being an educator who has the ability to think strategically and help shape new programs.
- Demonstrated record of superior interpersonal and communication skills.
- Demonstrated record of effective organizational, planning and time management skills.
- Demonstrated skills to effectively enhance a culture that emphasizes the necessity for teamwork.
- Please note that QQS resides on the Snuneymuxw reserve land. Any individuals who work in this school may be subject to the Snuneymuxw First Nation's discretion with respect to coming onto their land.

