



**Participation
Opportunity
Choice**

When you make a choice to teach at an Autism Queensland (AQ) School, you make the choice to transform lives...

AQ's Employee Value Proposition (EVP) centres around three pillars under the overarching *Everyday Impact, Every Day* statement. Each reflects a fundamental aspect of AQ's culture and the unique opportunities it offers to its employees.

Learning for life with leaders who care

We prioritise excellence and evidence-informed practice. You'll be supported and encouraged to keep extending your knowledge and skills for our clients and your career.

Share passion and next level empathy

Life at AQ is about embracing the highs and lows of each moment. Our team shares a profound passion for making a difference, coupled with next-level empathy. We create opportunities for our clients to learn, play, work, and enjoy life. Our shared passion drives us forward.

A better balance. A better way.

Your growth is a priority, with a commitment to supporting your knowledge and skills development. We balance purpose with impact to offer a unique blend of scale and direct influence, with an emphasis on creating a work-life balance tailored to your needs.

A School Environment Tailored for Success

Our schools are designed with the needs of teaching autistic students in mind, offering:

- ✓ Small classes ranging from 6 – 10 students with staff: child ratios averaging 1:3.
- ✓ A minimum of 1 Teacher Aide in every class.
- ✓ Additional classroom support from the allied health and specialist teaching team.
- ✓ Classroom teaching program runs from 9:30 am – 2:30 pm.
- ✓ Flexible and inclusive classroom setups.
- ✓ Quiet rooms and sensory-friendly environments.
- ✓ Access to specialised equipment and programs like Sporting Schools Australia.

Work/Life balance - Flexible Working Conditions

- ✓ 1 day per fortnight for non-face to face activities, which may be worked from home.
- ✓ No weekend attendance at sport or other activities.
- ✓ An additional day per semester to set up and revise personalised learning goals.

Cutting-Edge Curriculum Support

AQ Schools are at the forefront of education supporting neurodivergent learners.

- ✓ A dedicated curriculum role to streamline resource development.
- ✓ Multi-year level Unit Plans for English and Mathematics, supporting curriculum delivery.
- ✓ Expansion of evidence-based literacy programs like Multi-Lit.
- ✓ Access to resources and technology, with every student provided with either an iPad or laptop.

Professional Development Opportunities

- ✓ Significant investment in professional development.
- ✓ Access to internal professional supervision.
- ✓ PD delivered by AQ's Professional Learning Team, acknowledged experts in autism.
- ✓ Support with external professional development opportunities.
- ✓ Transition to Version 9.0 Curriculum with comprehensive support.
- ✓ Programs tailored to Career Stages (beginning teacher, emerging leader, leadership).



Career Growth and Recognition

- ✓ Internal career pathways for professional growth.
- ✓ Leadership development programs for emerging and current leaders.
- ✓ Recognition as a valuable team member at Queensland's premier autism provider, enhancing your CV.

Employee Wellbeing Support

- ✓ Employee wellbeing supports through partners such as AccessEAP.
- ✓ Health benefits through Medibank Private Health.
- ✓ Significant salary packaging options decreasing tax and increasing disposable income.
- ✓ Access to the Fitness Passport for health and wellness.

Salary Packaging Benefits*

Example 1: A teacher earning a salary of \$110,000 per annum will increase their take home pay by 8.22% when salary packaging is added, making their remuneration equivalent to a gross salary of \$118,776.

Example 2: Salary Package Benefits + Novated Lease with an Electric Vehicle. The amount increases up to 10.84% when choosing to also package a car on a 5 year novated lease as opposed to taking out a personal loan over 5 years. In this case the equivalent annual salary is \$120,994**.

**General information taken from the EZIWAY salary sacrifice calculator, not tax advice. Each person's circumstances will be different and tax advice for your situation should be sought.*

***Based on Car value of \$40,000; Annual Kms 10,000; Monthly Vehicle Expense Budgets of \$400; Electric Vehicle FBT exempt.*

For more information about EZIWAY Salary Packaging please visit: <https://eziway.net.au/>

For more information on working at AQ visit: autismqld.com.au/careers
or reach out to our team at careers@autismqld.com.au