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| **Knowledge and Understanding** | Outstanding knowledge of current teaching and learning developments and initiatives within the Middle Years (MY) Phase;  Outstanding knowledge of how students learn, and an understanding of strategies that maintain and raise standards;  An understanding of how regular reflective assessment is used for improved learning;  An understanding of curriculum management and the school’s role in provision for all students  An understanding of how the importance of diversity, inclusion and respect within the MY setting and the wider community can be drawn upon for improved teaching and learning. |
| **Skills** | Uses enquiry into latest research, adapting relevant understanding into great classroom practices in context that meet the shared vision of the learner;  Ability to lead staff and bring about organisational change effectively;  Demonstrates adaptability and outstanding skills in teaching and learning;  Demonstrates thoughtfulness and enquiry in analytical thinking for school improvement, taking effective action to raise standards;  Cooperates with and supports the work of colleagues, promoting staff development with an understanding of its relevance to school improvement and performance;  Communicates with respect and appropriate support challenge to staff or other stakeholders;  Demonstrates a strong moral purpose in the decision-making process, communicating both the positive and negative with clarity and sensitivity;  Uses IT with confidence and enthusiasm;  Demonstrates effective administration and organisational skills:  Shows evidence of active involvement in a wider community issue. |
| **Disposition** | Resilient, innovative and committed;  High standards with strong moral purpose;  Motivated to set and meet personal and professional challenges;  Adaptability to lead, build and work as part of a team (cooperate), promoting, supporting and developing a shared sense of purpose in others;  Demonstrates a positive attitude to behaviour management;  Able to be an active enquirer; to develop and action new innovative approaches to teaching, learning and leadership, seeking feedback for change on personal performance;  Respects other leaders, not afraid to challenge decision making whilst also supporting decisions taken.  Demonstrate professional conduct and manner when dealing with all members of the school community. |

# **Sakhalin International School: Middle / Secondary Level Teachers Job Specification**