

TEACHER OF GERMAN JOB DESCRIPTION

LOCATION	The British International School Shanghai, Puxi (BISS Puxi)
JOB PURPOSE	To inspire and motivate students to succeed in a premium education setting.
REPORTING TO	Head of Department, Heads of Year
DIRECT REPORTS	
OTHER KEY RELATIONSHIP	Head of Secondary, Assistant Heads of Secondary

KEY RESULT AREA	MEASUREMENT OF PERFORMANCE
Engagement and Interaction – School Ambassador to Internal Community	
Our 'Be Ambitious' Philosophy	<p>To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.</p> <p>To promote our pillars of Academic Achievement, Sport, STEAM with MIT, Performing Arts with Juilliard and Internationalism through learning platforms and our social media.</p> <p>To participate and support in a range of school celebrations and other community events through which we share our philosophy.</p> <p>To promote a culture of respect amongst the school community through adherence to our values and Behaviour & Social Graces agenda.</p> <p>To ensure that interactions with the school community demonstrate commitment to providing a purposeful and safe learning environment for all students so that they are happy, safe and love learning.</p> <p>To model best practice with respect to school policies and protocols that ensure an effective and safe working environment.</p> <p>Effective and immediate communication with staff and parents regarding student welfare.</p>
Learning and Teaching	
Pedagogical Expectations	<p>Learning opportunities will inspire and engage students, will challenge their thinking and nurture intellectual curiosity.</p> <p>Effective learning and teaching methodologies are evident in all aspects of planning, preparation, delivery and feedback.</p> <p>High expectations of students' behaviour and manners, through well-focused teaching and through positive and productive relationships in accordance with the rules and behaviour policy of the school.</p>

	<p>High expectations and effective learning opportunities will ensure that student attainment is high at KS3, IGCSE & IB levels and pupils make excellent progress in their learning.</p> <p>Experience and skills in supporting EAL learners.</p> <p>Effectively manage other adults in the classroom to support learning.</p> <p>Deliver exciting extracurricular activities that contribute to the co-curricular and sporting life of the school.</p> <p>Be a reflective practitioner with an ability to evaluate and develop practice within the classroom setting.</p> <p>Be ready to join the pastoral team at the school either as a Form Tutor or Head of Year.</p>
Planning and Preparation	
Lesson Design, Progress Monitoring and Reporting	<p>All students are aware of their achievements and what they need to do next to make further progress through challenging targets.</p> <p>Attend meetings and respond to day-to-day issues, constantly displaying professionalism and implementing actions from the year group and School Development Plan.</p> <p>Collaborate with colleagues to share, reflect, improve practice and develop the curriculum.</p> <p>Be accountable for the learning of the students in your class and ensure positive value-added outcomes.</p> <p>Reports completed in a timely fashion and written in good quality formal English.</p> <p>Meet with parents to discuss individual student progress and show clear evidence of student tracking.</p> <p>Confidently analyse assessment data, identifying individual students and groups of students who require further support or challenge.</p>

Professional and Personal Development	
Improving Practice through Individual Growth	<p>Professional Development has a positive impact on outcomes for students.</p> <p>Individual responsibility for professional growth through an understanding of current research through engagement with Nord Anglia University and school-based training opportunities.</p> <p>Completion of our appraisal process to ensure that appropriate professional growth opportunities are identified and implemented as part of your own development.</p>

PERSONAL SPECIFICATIONS – Skills, Knowledge and Experience	
<ul style="list-style-type: none"> ▪ Qualified to degree level or above. ▪ Qualified Teacher Status. ▪ Proven track record with at least two years' German teaching experience. ▪ Experience of delivering a UK National Curriculum in the UK or overseas. ▪ Proven experience of teaching IBDP / A-Level, GCSE and Key Stage 3 German. ▪ Excellent and appropriate relationships with young people and their parents. ▪ Excellent oral and written communication skills. ▪ Ability to engage children and enable them to perform highly. ▪ Evidence of active participation in CPD. ▪ Use AfL strategies so all learners spend a significant proportion of time in their zone of proximal development. ▪ Proven track record of ensuring good progress and outcomes for pupils. ▪ Can demonstrate a commitment to developing all aspects of school life. ▪ Evidence of consistent high quality teaching and learning. ▪ Evidence of good classroom management skills. ▪ Willingness to be a Form Tutor. ▪ Willingness to attend end of school year residential trips as a supporting member of staff. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
<ul style="list-style-type: none"> ▪ Ability to integrate technology into the learning environment. ▪ Experience of the effective delivery of online lessons. ▪ Experience of innovating and adapting curricula to engage children and enable them to perform highly. ▪ Ability to offer either French or Spanish teaching 	<p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>

Personal Attributes

- High levels of personal integrity.
- Conscientious and able to focus on completing work to a consistently high standard.
- Flexible and positive approach to work.
- Excellent organisational and time-management skills; high attention to detail.
- Ability to work to tight deadlines and able to prompt others to ensure deadlines are achieved.
- Adaptable to working in a fast-paced, ever-changing environment.
- Ability to work under pressure and remain calm.
- Proactive and willing to take on multiple tasks.
- Self-motivated and enthusiastic.
- Ability to work independently.
- A team player, willing to help and be flexible.
- Continually strive for improvement.

Other

- Hold a current Enhanced Criminal Records Bureau Disclosure or equivalent for countries lived in outside of the UK.
- Compliance with visa requirements for working in Shanghai.
- A commitment to safeguarding and promoting the welfare of all pupils.
- A willingness to undertake appropriate child protection training when required.

PHILOSOPHY AND VALUES	
<p>We are ambitious for our students, our people and our family of schools. We believe that:</p> <ul style="list-style-type: none"> There is no limit to what every person can achieve. Creativity and challenge help us get better every day. Learning should be personalised. Unique global opportunities enhance the learning experience. Student wellbeing should be valued and nurtured <p>The NAE Commitment</p> <p>At Nord Anglia Education, we work every day to inspire our schools, our students and our employees to be the best they can be, and we are ambitious for them all to achieve more than they thought possible in their personal, social and academic endeavours. Within our family of schools, this aspiration is underpinned by a commitment to always act with respect, integrity, openness, courage and ambition. These qualities are the foundation of how we approach our work and roles within NAE and are shared by everyone in our global family.</p> <p>Promote and embody <i>The CORE 7 Leadership Capabilities</i>:</p> <ul style="list-style-type: none"> Accountable – Establishes a high performing culture and accepts accountability for organisational performance. Strategic – Leads opportunity and is committed to continuous improvement aligned with the organisational vision and direction. Collaborative – Works collaboratively with others to achieve organisational outcomes. Entrepreneurial – Creates organisational value for diverse stakeholders and achieves commercial success. Enabling – Drives excellence through valuing and developing others. Agile – Achieves personal and organisational success within a changing, dynamic and complex environment. Resilient – Demonstrates personal resilience within a demanding environment of high expectations. 	<p>Role model the 'Be Ambitious' philosophy each day.</p> <p>Feed back as a valued member of the team and the wider organisation.</p>