



POST & PERSON SPECIFICATION

Teacher of:	Head of DUCKS EAL
School:	DUCKS (Toddler-Year 2)
Hours:	Full-time
Contract:	Fixed Term (from January 2021)
Classification:	Expatriate Teacher
Responsible to:	Head of DUCKS
Responsible for:	All students as allocated, both academically and pastorally

TEACH **WORLDWISE**

Dulwich College International is **One Family of Schools** focused on ensuring every student achieves his or her very best in school and life beyond, which is why all our students **Graduate Worldwide**, ensuring they are prepared for a future that is uncertain. To guarantee this experience for all our students, we look to recruit and enhance the very best practitioners in education so that, with us, they continue to develop as **Worldwise Teachers**. Our teaching and learning is grounded in the *Dulwich Learning principles*.

A **Worldwise Teacher** believes in:

- Responsive teaching that creates personalised learning and student mastery.
- The strength of diversity and the power of empathy.
- Positive and constructive communication to foster purposeful relationships with all stakeholders.
- Nurturing professional collaboration to develop both individual practice and learning across the school community.
- Embracing the opportunities provided by working in an international context and being open-minded to different people's perspectives.
- Schools being dynamic environments that require cognitive flexibility.
- Modelling lifelong learning through regular engagement with professional learning activities that inform and develop best practice.
- Seeking honest, open, professional dialogue to support reflective practice.
- Embracing and promoting the ethos, policies and practices in the school.
- Modelling a positive commitment to the wider life of the school by fully engaging in its service learning and ECA/CCA programmes.

A **Worldwise Teacher** has the skills to:

- Appreciate the international context of our students and demonstrate respect for diverse languages and intercultural competencies.
- Ensure teaching is grounded in positive student relationships and promotes active learning.
- Enthusiastically empower agency so students have voice, choice and autonomy in the learning process.
- Inspire learning by providing an engaging learning environment aligned to students' needs and interests.
- Remain flexible and responsive to the personalised needs of each student.
- Accelerate student progress with focused, personalised and effective feedback.
- Ensure teaching draws on a variety of resources and technology to meet student needs.
- Promote school-wide wellbeing, safeguarding, health and safety.
- Model the positive values and behaviours of the Dulwich College International community.



OUR **PILLARS**, OUR **VALUES**

WORLDWIDE
<ul style="list-style-type: none"> • We build bridges to the world to make a positive difference • We care for one another, our communities and our planet • We are connected • The future is always one step ahead, yet we are already equipped with the skills, courage, and compassion to navigate it with confidence

STUDENTS COME FIRST	ONE FAMILY OF SCHOOLS	PIONEERING SPIRIT
<ul style="list-style-type: none"> • I put students at the heart of my decisions • I listen to student voice and it is reflected in my practice • I challenge myself to constantly do better 	<ul style="list-style-type: none"> • I put the team's success ahead of my own • I partner across our Group to create new ideas • I build trusting, respectful relationships 	<ul style="list-style-type: none"> • I find creative ways forward • I seek out diversity of thought to inform rich insight • I turn ideas into actionable solutions

DULWICH COLLEGE SHANGHAI PUDONG'S **STRATEGIC INTENTIONS**

STUDENTS COME FIRST	ONE FAMILY OF SCHOOLS	PIONEERING SPIRIT
<ul style="list-style-type: none"> • Students' development is prioritised through challenging programmes within our safe and respectful environment, which nurtures their overall wellbeing, enabling them to achieve their academic potential. 	<ul style="list-style-type: none"> • Students, staff, and parents work collaboratively in our diverse and international community, in order to have a global perspective and be positive, compassionate contributors to society. 	<ul style="list-style-type: none"> • Students have open and inquiring minds, and are encouraged to be creative, innovative, and reflective. As a result, students develop the knowledge, the courage, and the resilience to contribute effectively and confidently to an ever-changing world.



POST-HOLDER **DESCRIPTION OF GENERAL RESPONSIBILITIES**

The Head of DUCKS EAL is responsible for leading on all matters related to EAL curriculum development within DUCKS, enabling best student learning outcomes for all DUCKS students.

DCI LEADERSHIP CAPABILITIES	
Innovation and change agility	Drive and promote innovation among the Dulwich community, fostering a culture where staff and students continually develop impact-driven ideas and practices, learn from mistakes and demonstrate a readiness to adapt to the future.
Strategic thinking and focus	Develop and implement strategies to enable the achievement of DCI's strategic objectives, create alignment around the shared vision and values, and use new ways of thinking to respond appropriately to existing or potential problems and opportunities.
Living learning	Demonstrate a commitment to continuous capability development and professional lifelong learning for self and others, encouraging active development and application of new knowledge and skills across Dulwich.
Nurturing community	Cultivate trusted, respectful and constructive relationships with staff, students, parents and other stakeholders to create a collaborative and cohesive Dulwich community which focuses on achieving the shared strategic objectives of the global family of schools.
Cultural responsiveness	Demonstrate an understanding of diversity in norms, values, beliefs, customs, and points of view to create culturally responsive practices, which positively manage differences, leverage diversity of thought and align with DCI's core values and strategic objectives.
Pedagogical leadership	Demonstrate an understanding of the philosophies that underpin the teaching and learning processes in Dulwich to develop practices, systems and structures which drive excellence within the learning environment and promote students' development
Reflective thinking and inquiry	Drive and promote reflection and inquiry among the Dulwich community, fostering a culture where staff and students continually self-evaluate to develop new objective-driven ideas and practices for continuous improvement.

POST-HOLDER **DESCRIPTION OF SPECIFIC RESPONSIBILITIES**

- 1) Develop and evaluate the impact of the DUCKS EAL provision.
- 2) Co-ordinate with the Head of Junior School EAL and Head of Senior School EAL to ensure consistency within EAL curriculum provision across the College.
- 3) Co-ordinate, lead, and monitor the DUCKS methods of evaluating and developing pedagogy within EAL classes.



- 4) Provide constructive observations and coaching to individuals in order to support pedagogical improvements or further developments, as appropriate.
- 5) Ensure effective assessment practices within the DUCKS EAL department.
- 6) Contribute to the College's co-curricular programme.
- 7) Manage the DUCKS EAL budget.
- 8) Lead specific staff professional learning on pedagogical initiatives as appropriate.
- 9) Assist DSLT, as required, with the organisation of staff professional learning days.
- 10) Attend scheduled meetings as applicable.
- 11) Keep up to date with national developments and research in teaching and pedagogy, briefing colleagues as appropriate.
- 12) Work with and support the Deputy Head and Assistant Head of DUCKS to maintain the high standards in EAL provision.
- 13) Contribute to upholding the School's corporate identity in all publications, internal literature, letters, and external performances.
- 14) Comply with all College, School, departmental and DCI group policies.

POST-HOLDER **QUALIFICATIONS & EXPERIENCE**

- Must be a native English-speaker to comply with Chinese visa regulations
- Relevant undergraduate degree
- PGCE or equivalent
- At least 2 years' experience teaching EAL and/or DUCKS students (Toddler – Year 2)
- The ability and experience to inspire and lead a team of EAL staff

SAFEGUARDING **STATEMENT**

Dulwich College International is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safe recruitment practices, which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection.

All appointments are subject to an interview, identity checks, criminal record checks, successful references, as well as due visa and work permit process as required by Chinese law.