

SPECIAL EDUCATIONAL NEEDS (SEN) TEACHER

Job Description

Purpose and Mission

At Amity International School Amsterdam, teachers are expected to uphold the highest professional standards and to foster an inclusive, caring, and inspiring learning environment.

The **Special Educational Needs (SEN) Teacher** plays a central role in ensuring that all students - regardless of ability - are supported to reach their full potential. The role involves identifying, assessing, and providing targeted support for students with a range of learning differences and needs. Working closely with classroom teachers, the SEN Teacher ensures that learning is accessible, engaging, and appropriately challenging for every student.

Through expert differentiation, collaboration, and evidence-based strategies, the SEN Teacher promotes inclusion and wellbeing, contributing to the school's *Culture of Care* and mission to nurture resilient, compassionate, and successful learners.

All teachers are expected to participate in the wider life of the school by contributing to professional learning, co-curricular programmes, and community engagement.

Key Performance Indicators

- Effective delivery of learning support and intervention programmes resulting in measurable student progress.
- Accurate identification and documentation of students' individual needs and accommodations.
- Consistent collaboration with classroom teachers, support staff, and parents to create inclusive learning experiences.
- Evidence of effective differentiation and adaptation of curriculum content.
- High levels of student engagement, confidence, and wellbeing.
- Timely and professional communication with staff and parents regarding student progress.
- Compliance with IB and school-wide policies for inclusion, safeguarding, and assessment.

Duties and Responsibilities

To achieve the aims and mission of this role - ensuring that all students receive equitable access to learning - you will be expected to work collaboratively and independently to deliver the following professional responsibilities:

1. Teaching and Learning Excellence

- Deliver high-quality, inclusive instruction tailored to students with additional learning needs.
- Adapt teaching strategies, materials, and environments to accommodate diverse learners.
- Support classroom teachers in developing differentiated lessons that meet the needs of all students.

- Encourage independence, self-regulation, and resilience among students with special educational needs.
- Use a variety of teaching approaches—including multisensory, visual, and assistive technology strategies—to enhance understanding.
- Ensure that lesson planning demonstrates progression, continuity, and engagement for all learners.
- Integrate inquiry-based and student-centred methods consistent with the IB philosophy.
- Promote self-advocacy, empathy, and mutual respect within the learning community.

2. Identification and Individual Support

- Work collaboratively with teachers to identify students requiring additional support through observation, assessment, and consultation.
- Conduct or coordinate diagnostic and formative assessments to establish specific learning profiles.
- Develop and implement Individual Education Plans (IEPs) or support plans in collaboration with teachers and parents.
- Monitor and document student progress toward identified goals and adjust strategies as needed.
- Provide targeted intervention, both in-class and in small-group or one-to-one settings.
- Support the use of assistive technologies and accommodations for students as appropriate.
- Maintain accurate and confidential records of students' progress, strategies, and reports.

3. Collaboration and Professional Partnerships

- Work closely with the Learning Support Coordinator, teachers, and pastoral staff to ensure a cohesive approach to inclusion.
- Support teachers in implementing inclusive practices that enhance learning for all students.
- Liaise with external specialists (e.g., psychologists, therapists, educational consultants) when required, ensuring coordinated support for students.
- Engage in open, proactive communication with parents, providing updates and guidance on progress and next steps.
- Participate in student review meetings, case conferences, and multidisciplinary team discussions.
- Contribute to a school culture that values diversity and inclusion in all aspects of learning.

4. Assessment and Reporting

- Use ongoing formative and summative assessments to track the progress of students with learning differences.
- Provide regular feedback to students, parents, and colleagues about student achievement and next steps.
- Maintain accurate records in accordance with school and IB inclusion requirements.
- Contribute to report writing that reflects each student's progress, goals, and next steps for learning.
- Support teachers in interpreting assessment data to inform planning and differentiation.
- Evaluate the effectiveness of interventions and adapt practice accordingly.

5. Professional Learning and Development

- Stay abreast of current research, best practices, and methodologies in special education and inclusion.
- Participate in professional development sessions related to SEN, differentiation, and student wellbeing.
- Support the professional learning of colleagues through workshops, shared planning, or coaching on inclusive strategies.
- Reflect on personal teaching practice and engage in continuous professional improvement.

- Model a growth mindset and a commitment to evidence-based practice.

6. Classroom and Behaviour Management

- Promote a positive, supportive, and orderly learning environment that values diversity and mutual respect.
- Establish clear routines, boundaries, and expectations appropriate for students' developmental stages.
- Implement strategies that reinforce positive behaviour and engagement.
- Foster students' social and emotional development, supporting wellbeing alongside academic growth.
- Collaborate with pastoral leaders to support behavioural, social, or emotional needs as required.
- Maintain a classroom that is safe, accessible, and conducive to learning for all students.

Skills and Character

The SEN Teacher will be an empathetic, patient, and reflective professional who is passionate about inclusive education and committed to ensuring success for all learners.

They must be able to:

- Demonstrate expert knowledge of special educational needs and inclusive pedagogy.
- Adapt teaching to meet the needs of students with a range of learning differences.
- Communicate effectively and sensitively with students, staff, and parents.
- Collaborate effectively with a multidisciplinary team.
- Build trust and respect through empathy, professionalism, and integrity.
- Use assessment data to inform teaching and interventions.
- Maintain accurate records and ensure confidentiality at all times.
- Demonstrate resilience, flexibility, and a proactive approach to challenges.
- Model the values of compassion, equity, and respect central to the school's mission.

Qualifications and Experience

Qualifications:

- Bachelor's degree in Education, Special Education, or a related field with a recognised teaching qualification appropriate for the age range.

Knowledge / Experience:

- Proven experience teaching students with special educational needs in mainstream or specialist settings.
- Strong understanding of differentiation, inclusive strategies, and the IB philosophy.
- Experience in designing and implementing Individual Education Plans (IEPs) and interventions.
- Familiarity with learning support tools and assistive technologies.
- Excellent communication and collaboration skills.

Desirable:

- Experience in international or multilingual school settings.
- Professional training in specific SEN interventions (e.g., dyslexia, ADHD, autism spectrum).
- Experience supporting students across multiple age ranges, including MYP and DP levels.
- Certification or additional qualifications in SEN education.

Other Requirements

- Appropriate references from current and previous employers, verified by direct contact.
- Acceptable police checks (or equivalent) confirming suitability to work with children.
- Commitment to safeguarding and promoting the wellbeing of all students.
- Adherence to the school's professional conduct, digital communication, and confidentiality policies.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from the line manager to undertake work of a similar level that is not specified in this job description.

All staff must maintain confidentiality regarding school information, policies, and student data. Professional integrity, respect, and discretion are essential at all times, including in digital communication and social media.