THURINGIA INTERNATIONAL SCHOOL

thuringia international school-weimar e.V. / Belvederer Allee 40 / D-99425 Weimar

Fon +49 (0) 36 43 48 99 10
Fax +49 (0) 36 43 48 99 111
www.this-weimar.com / info@this-weimar.com

Learning Support Teacher for August 2027

Job Type: Full-Time initial contract of two years (renewable on a permanent basis by mutual agreement)

Position Summary:

The Learning Support Teacher plays a key role in promoting the academic, emotional, and behavioral development of students to help them achieve their academic goals. This position involves close collaboration with classroom teachers, families, administrators, other members of the Student Support Team, and external professionals. The Learning Support Teacher supports both the Lower and Upper School and ensures that the Learning Support Program is aligned with the values of the school, including those of the International Baccalaureate (IB) and state education regulations.

There is considerable autonomy in this role, as well as a need to collaborate closely with colleagues. This is a full time position for an initial contract of two years.

Key Responsibilities

Program Leadership & RTI/MTSS Implementation

- Actively promote an inclusive learning environment for all students.
- Lead, expand and oversee the Learning Support Program in accordance with a tiered model of early identification and intervention.
- Advise school leaders on strategic improvements, resource allocation, and compliance with local (Thuringian and German) education regulations.
- Ensure that the program aligns with IB Frameworks and inclusive education standards.
- Monitor and evaluate the effectiveness of Learning Support processes and systems.
- Collaborate with the Student Support Team to drive collaborative, data-informed decision-making among faculty and school leadership.

Instructional Support & Student Services

- Provide evidence based strategies and interventions to meet the needs of the child, through direct instruction and in-class support to students with learning needs.
- Collaborate with teachers to integrate learning support strategies into mainstream classrooms to meet the learning needs of those identified with needs and exceptional talents.
- Use assessment data to monitor student progress and adjust interventions accordingly.
- With input from relative stakeholders (teachers, external services, Counsellor, parents, student) develop, implement and monitor Individual Education Plans (IEPs) and other support strategies.
- Maintain records of student progress, observations, and interventions.

Collaboration & Communication

- Communicate proactively with students, teachers, families, and external partners to promote student success.
- Foster relationships with local agencies and specialists to extend learning support resources and referrals when needed.
- Advise Principals and the Director on emerging student needs, trends in learning support, and programme effectiveness.
- Maintain privacy and confidentiality agreements related to students and ensure that all parties are informed of how the data is shared where necessary.

Professional Development & Capacity Building

- Provide training and coaching to teachers on differentiated instruction, inclusive practices, and effective intervention strategies.
- Participate in ongoing professional development and contribute to school-wide learning initiatives.
- Participate in school meetings, professional development, and training sessions and any information and parent conferences that fall in the school year.

Qualifications and Experience

The Learning Support Teacher will be a capable classroom practitioner who possesses the following qualifications and/or experience:

Essential

- A degree and teaching qualifications recognised by the State of Thüringen's education authorities.
- At least five years of school teaching experience.
- Experience in supporting the learning of students with diagnosed learning needs.
- Experience of leading staff toward instructional improvement and conducting staff development.
- A portfolio of continuing professional development.
- Ability to speak and write fluently in English and to speak to the audience in front of you, whether it is Grade 3 or 11 students, their teachers and teaching assistants or their parents.

Preferred

- A Masters degree in the field of special education, learning support or a related field.
- International work experience and profile.
- Experience with the IB programmes of PYP, MYP and DP.

Personal Attributes and Characteristics:

- A role model to students and teachers alike who holds themselves and others to high standards.
- A lifelong learner who reads, questions and is prepared to experiment to meet the needs of their students and teachers.
- Able to establish and maintain effective working relationships with a diverse and engaged community.

- Committed to ThIS's Mission and Vision, focusing on motivating, nurturing, and challenging students to become academically capable, globally-minded, and socially responsible individuals.
- Collaborative, outward mindset, with a focus on student and staff growth and success within the framework of the IB programmes and our Mission and Vision.
- Positive, compassionate attitude, a continuing willingness to develop professionally, and the capacity to be reflective and coachable.
- Empathy, self awareness and a high degree of professional integrity.
- Willingness to engage with the ThIS community, including attendance at school functions and trips that occasionally occur outside regular school hours.
- Cultural sensitivity and promotion of inclusion and diversity in the classroom and the community.
- Courageous, responsible and reliable. Able to respond to what is happening around you and take action. Someone who feels a sense of custodianship for the school.

Benefits:

- Living and working in one of Germany's most beautiful small cities.
- Membership of a dynamic and innovative educational environment where students and staff are motivated, respected, and challenged to make a positive impact in the world.
- Competitive salary and benefits package, including medical, German pension and schooling for two children (taxable benefit). The cost of living and transport is relatively low in Weimar.
- Opportunities for professional development and growth within the IB framework and in alignment with the school's Mission and Vision.

ThIS is committed to providing equal employment opportunities and fostering diversity in the workplace. We encourage qualified individuals from all backgrounds to apply for this position.