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| **LOCATION**  | British International School of Houston |
| **JOB TITLE**  | **Teacher** |
| **JOB PURPOSE**  | To transform the lives of students. Actively contribute to our learning programme and community so that everyone is enabled to flourish. To live our values. |
| **REPORTING TO**  | Head of Department |
| **DIRECT REPORTS**  | None |
| **OTHER KEY** **RELATIONSHIPS**  | * Head of School
* School SLT
* Students
* Parents
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| **PACKAGE**  | Competitive |
| **KEY RESULT AREA**  | **MEASURES OF PERFORMANCE** |
| **Learning & Teaching*** Has a well-developed, extensive knowledge of subject specialism and related pedagogy (including using Technology for Learning).
* Engages and challenges student learning through questioning and discussion techniques and proven-pedagogical strategies.
* Knows where students stand as individuals, responds to their needs and evaluates and tracks progress.
* Creates a culture of learning and manages student behaviour to ensure an environment of respect and collaboration.
* Has high expectations of behaviour, establishes leadership in the classroom and uses a variety of management strategies to ensure effective and productive classes for students.
* Participates in all aspects of our learning programme, in line with school policy that assist in growing the school and are linked to the agreed learning programme
 | * Formal and informal lesson observations
* Learning walks
* Team Meetings
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| **Planning and Preparation** * Sets clear learning intentions and educational outcomes.
* Demonstrates expertise in content/ discipline with the ability to translate into.
* coherent instruction.
* Designs lesson plans, activities and assessments that are aligned to the school’s curriculum and that engage students.
* Conceptualises, plans and teaches well-structured lessons and programmes that engage, inspire and stretch students; encouraging them to be ambitious
 | * Formal and informal lesson observations
* Learning walks
* Team Meetings
* Lesson planning
* Unit overviews
* Unit planners
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| **Professional and Personal Development** * Participates in all aspects of the learning programme.
* Assists in growing the school, share ideas, attending events and have a positive relationship with the MAC Team.
* Contributes to the professionalism of teaching through engagement in professional learning, sharing of best practices and willingness to coach others.
* Responsible for remaining up to date with all NAE and school requirements (e.g. Apple teacher, NAE Safeguarding,
* Reflects on their own practice, is open to feedback and dedicated to developing professionally.
 | * APR
* PPI and Learning Symposium
* Etc
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| **Students’ Progress, Outcomes and Assessment** * Sets high expectations for students; inspiring, motivating and challenging students to achieve excellent progress and ambitious outcomes.
* Sets high expectations. Demonstrates extensive knowledge and use of informal and formal assessment to refine practice and promote the highest outcomes.
* Adapts and tailors teaching to the needs of individual students, creating a student-centric environment, with independent learners prepared for life beyond school.
 | * Formal and informal lesson observations
* Learning walks
* Team Meetings
* Reports
* Exam results
* Data entry/analysis
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| **Professional Conduct and Relationships*** Promotes excellence, equality, collaboration and high expectations for students.
* Represents the school’s values in every interaction with students, parents and colleagues.
* Demonstrates the highest levels of integrity, ethics and standards of personal and professional conduct; deeply committed to her/his own personal and professional development.
* Actively and enthusiastically contributes beyond the classroom in the wider context of the school community.
* Establishes and maintains positive, respectful, ethical and collaborative relationships with students, parents and colleagues.
* Acts as an advocate for the school in the wider community.
 | * Feedback from Parents, student and Colleagues
* Formal and informal lesson observations
* Learning walks
* Team Meetings
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| **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 The Americas, you must have either a British or American passport or be authorized to work in the UK for any employer.
* A commitment to safeguarding and promoting the welfare of all pupils. And the willingness to undertake appropriate child protection training when required.
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| **Philosophy and values:****We are ambitious for our students, our people and our family of schools. We believe that:** * 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.

**Promote and adhere to the School Mission, Vision, Values and Core Behaviours:****Mission – Transform the lives of our students****Vision – A learning community where everyone flourishes****Values – Pride, Unity, Respect****Core Behaviours – Take responsibility, seek feedback, and collaborate.**Each individual must ensure that they meet their statutory responsibilities and School policies with regard to Health and Safety, Equal Opportunities and other relevant legislation and undertake any other appropriate duties as allocated by the Principal. | * Role-model the ‘Be Ambitious’ philosophy each day
* Feedback as a valued member of the team and the wider organisation
* Performance Management Reviews
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| **PERSON SPECIFICATIONS** |
| **Qualifications / Training**  |
| Bachelor’s degree | Essential |
| Teaching Qualification (PGCE/QTS etc) | Essential |
| **Experience / Knowledge/ Skills** |
| Minimum 2 years working as a teacher | Essential |
| Good cross-cultural, interpersonal & communication skills and an affinity for interacting with diverse nationalities and cultures | Essential |
| Good written and verbal communication skills  | Essential |
| Good time management skills and flexibility in dealing with multi-functional tasks | Essential |
| **Personal Attributes**  |
| A warm, personable and curious character | Essential |
| Takes personal responsibility  | Essentia |
| Actively seeks feedback for improvement | Essential |
| Collaborates willingly with other | Essential |
| Self-motivated, flexible and adaptable to different tasks at hand | Essential |
| Proactive and able to prompt others to ensure deadlines and targets are achieved, calm working under pressure | Essential |
| High level of integrity | Essential |
| Excellent time management and organizational skills | Essential |
| Proficient communicator both oral and written | Essential |
| Excellent attention to detail | Essential  |
| Affinity with and interest in education | Essential |