



JOB DESCRIPTION EAL TEACHER

Job title	Teacher of English as an Additional Language
School	Senior School
Hours	Full Time
Contract	3 years
Classification	Academic
Reporting to	Head of EAL
Key duties and responsibilities	
<ul style="list-style-type: none"> • To build and maintain positive relationships with students, staff and parents. • To foster a supportive classroom culture that encourages EAL students to engage confidently in their learning. • To plan, resource, and deliver lessons in EAL for identified classes of pupils from Year 7 to Year 13, in accordance with School and departmental expectations and requirements. • To track student progress effectively • To provide instructional coaching and support to teachers across all curriculum departments, helping them scaffold and accommodate EAL learners in their lessons. • To comply with all College, School, departmental and DCI group policies. • To have a safeguarding, wellbeing, and pastoral duty of care, in accordance with College and School policy and practice; including being a form tutor and contributing to the organised enrichment programme. • To contribute effectively and regularly to the School’s co-curricular programme, in accordance with College and School policy and practice. • To take initiative with regard to personal professional development and learning, in accordance with College and DCI policies and practice. • To attend training days, parents’ information events, staff meetings, publicity events and the like, as required. • To remain up to date with developments in the respective subject area and also in the teaching of this subject. • To cover for absent colleagues as required. • To contribute to the School’s student supervision duty rota. • To support and actively promote the DCI group’s and the College’s stated Vision and Purpose. • To ensure that professional behaviours at all times enhance the positive reputation of the DCI group and the College, particularly mindful of our international context. • To carry out any other duty as may reasonably be required by the Head of Senior School or the Head of Department. 	
Teacher Competency Framework	
<p>The EiM Teacher Competency Framework describes the competencies and practices of effective teaching and learning across the EiM family of schools. These competencies and associated descriptors have been developed by EiM teachers and are grounded in research with Dr Gerard Calnin from the University of Melbourne, who</p>	



carried out the initial literature review. The framework is an overview of our pedagogical beliefs and provides the basis for teachers to both self-reflect on their teaching and for peers to provide evidence-based feedback and developmental suggestions. This framework is embedded into all pedagogical processes across our family of schools including job descriptions, feedback loops, professional learning and annual goal setting plans. You can read about the TCF [here](#).

Person Specifications

The successful candidate must have:

Preferred:

- teaching degree with an EAL/ESL specialization: potentially MA in EAL/ESL, Applied Linguistics, TESOL, or other related specialisation for English language teaching.
- at least 2 years' EAL/ESL teaching experience - in an international school setting
- instructional coaching and support experience to teachers of multilingual learners

Minimum:

- a teaching degree
- a PGCE or equivalent in a related subject
- at least 2 years' EAL/ESL teaching experience teaching multilingual learners
- TESOL qualification, or other related specialisation for English language teaching.
- instructional coaching and support experience
- English National Curriculum, IGCSE and/or IBDP experience
- alignment with our core values
- strong written and verbal communication skills
- a hard-working, flexible attitude
- a commitment to fulfil all pastoral, welfare, and supervisory duties effectively and willingly
- a mindset of continuous Professional Learning and improvement
- a commitment to meeting deadlines, attention to detail, and high standards
- a sense of fun.

This job description is designed to outline primary responsibilities but not limit the employee nor DCSPD to only the work identified. It is the expectation of the College that each employee will offer their services wherever and whenever necessary to ensure the success of our organisation.

Dated

September 2024