



## Role Profile

Role	Primary Teacher	School	BIC, Sa Porrassa
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### Role Purpose

To act as a key member of the teaching team, working with the Principal and Head of Primary to deliver excellent lessons to primary students.

You will be responsible for:

- delivering high quality teaching
- the highest standards of care
- the quality of learning, progress and attainment of students
- promoting core values which ensure students are happy, safe, and challenged in their learning

This role profile sets out the core priorities and scope of the role, although is not intended to detail all specific duties.

### Key Accountabilities

#### Knowledge and Understanding

- Excellent subject knowledge, able to plan and teach to an international student population
- Up to date with developments in age specialism(s) and best practice

#### Teaching and curriculum

- Plan and deliver high quality lessons, to meet the needs of all students
- Set and maintain clear, sky-high expectations of students
- Create a stimulating learning environment, ensuring students are engaged through effective questioning and good use of resources
- Use effective strategies to support the needs of all students including the most able, and those for whom English is an additional language
- Support the development and implementation of a broad and relevant curriculum which is at the forefront of best practice, and meets the needs of all students
- Assess work and provide constructive oral and written feedback; contribute to the setting and marking of internal assessments/tests and coursework
- Record, track and monitor the progress of students and complete reports as required
- Regularly review schemes of learning

#### Professional conduct and development

- Work effectively as a member of the school team, establishing and maintaining good relationships with colleagues, parents and students
- Ensure the health, safety and wellbeing of all students is safeguarded at all times
- Manage support staff where appropriate and involve them in the planning of students' learning
- Communicate regularly with parents over students' progress and attend parents' evenings
- Take responsibility for own professional development, engaging in relevant self-led learning to improve knowledge and practice, and attending training in and out of school as directed

#### School development and extra-curricular activity

- Ensure consistency with the wider aims of the school
- Participate in meetings relating to the school's and the department's responsibilities and development
- Actively contribute towards the school and be involved in the life of the school at all levels, including support of the school's after school clubs/extra-curricular events

*The post holder is also expected to carry out any other duties as reasonably requested or required by the Principal to ensure the effective running of the school. The school is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.*



## General expectations:

- to demonstrate high professional practice in all areas of work
- to adhere to the staff code of conduct
- to help progress the school towards our vision
- to be an excellent role model for students, commanding respect and being a positive presence around the school
- to be efficient and effective, highly organised in all areas of work
- to promote actively the school's ethos through actions and words
- to adhere to the staff dress code
- to participate in duties as directed

## Skills, knowledge and experience:

- Good honours degree, with post-graduate qualification in education (PGCE or equivalent)
- Expert knowledge and understanding of their core subject areas
- UK Qualified Teacher Status
- Relevant and up to date experience of developing and delivering an excellent curriculum
- Experience in delivering excellence and achieving outstanding outcomes in teaching and learning
- Ability to work as part of a team and on own initiative with high levels of resilience and flexibility
- Excellent communicator, written and verbal



November 2020

Dear applicant,

Thank you for showing an interest in joining our school.

I moved to the island in the summer of 2019, to be the principal, having spent 27 years teaching in the UK. I moved because the time was right, I wanted a new challenge and I believe strongly that international schools on sunny islands need outstanding leadership just as much as those schools in disadvantaged areas, where I spent most of my teaching career. Our school has tremendous strengths, not least a delightful student body, supportive parents and a team of excellent, hardworking and committed staff, predominantly UK trained. However, as with most schools, there is always much that can be improved, and my mission is to work with the rest of my colleagues to make BIC the number one school of choice on the island.

The school educates children between the ages of 3 and 18; this all-through element is one of its many strengths and, indeed, one of its attractions to me when I first applied. The role of a classroom teacher is a very important one, being responsible for teaching and learning for our students in the primary section. However, it is important that our school operates effectively as one school, with all members of staff working as one team, to drive the improvement and future growth of the whole school. Along with excellent subject knowledge, it is important that you embrace this whole-school approach, and that you wish to bring ideas, enthusiasm and optimism to our team. Of far less importance than international school experience (it isn't important) is that you are genuinely collaborative, a problem solver and a team player, with sky-high expectations and standards, of children, of staff and of yourself. I don't want people who are looking for a holiday, I want a hardworking, principled and energetic leader who wants a challenging, rewarding leadership role, in what is a beautiful and sunny place to live.

As a leader, my staff and our children are of the utmost importance to me, and I love coming to work every day. I want you to do the same, and if you don't you are in the wrong job or maybe just the wrong school. Teaching is a joyous, wonderful profession and a privileged one, giving us the opportunity to mould young lives and to transform life chances - I know that you remember your great teachers. But if you are a hardworking, committed and talented teacher you can - and should - be choosy. There are lots of schools and lots of jobs - why would you join us?

I look for only three things in my teachers - that you love children; that you are conscientious, committed and with a clear moral purpose; and that you are passionate and highly knowledgeable about your subject. If you have these things, I would love to meet you. In return, I don't preach work-life balance, I practise it, and my aim is to ensure all the staff in our school work and play hard in equal measure. We don't have unnecessary meetings and we do no unnecessary paperwork. I actively encourage staff to leave school at a sensible time every day - I don't care whose car is last in the car park. Our email policy prohibits evening or weekend communication, and I expect teachers to enjoy and to relish every minute of their well-earned holidays.



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I don't do jargon, I don't do clichés and I put common sense at the front of everything I do, constantly looking at school life to make sure we don't do anything that is unnecessary. We don't start (and then abandon) endless pointless initiatives, and I welcome the thoughts and suggestions of every member of the staff team; no one person has a monopoly on good ideas. Leading a school is a privilege; I often describe myself as the conductor of the orchestra and I want all staff to enjoy their jobs and be proud to work in our school. If you would like to join them and me, and to continue our mission to make our good school great, please feel free to contact me for an informal chat about the role, and the school.

Yours faithfully,

Alison Colwell  
Principal