



Preschool Teacher (Erzieherin)

ISM Mission

ISM constantly innovates to meet the needs of our individual learners in an ever-changing world.

ISM empowers learners with agency and encourages inquiry.

ISM inspires learners to follow their passion.

At ISM, we are all learners.

Job title:	Preschool Teacher (Early Entry)
Location:	International School Mainfranken
Primary Functions:	<ul style="list-style-type: none"> ● To deliver teaching and learning in one or more subjects in line with the IB Programmes (EYP) and the mission of the school (Common Understanding of Learning, Principles of Learning) ● To support the pastoral care and development of students through supervision, extra curricular activities and implementation of the ISM policies and procedures ● To provide timely and relevant feedback on assessment of student progress to students and their families ● To help promote the school and our programmes at internal and external events ● To undertake other delegated responsibilities as and when required ● To commit to ensuring the safety and wellbeing of students and maintaining a learning environment that protects children and young adults from foreseeable harm.
Reporting to:	Programme Coordinator PYP (Primary Years Programme)
Qualifications:	<ul style="list-style-type: none"> ● Qualified German Preschool Teacher (Qualifizierte Erzieher*in)



	<ul style="list-style-type: none"> ● Proficient written & verbal communication skills in English and German ● Excellent interpersonal skills with the ability and desire to work collaboratively with the whole ISM community ● Experience in a German Kindergarten or Kindertagesstätte
Appointment:	<ul style="list-style-type: none"> ● The Programme Coordinators shall recommend applicants to the Leadership Team for approval ● The candidate shall be selected from among a list of qualified applicants selected through the medium of interviews with the Leadership Team
Salary:	Based on qualification and experience according to the ISM Salary Scale.
Benefits:	Regular opportunities for professional development in line with the role and responsibilities.

DUTIES AND RESPONSIBILITIES

The core duties and responsibilities of the post as indicated below may include, but are not limited to, the following:

1.0 Teaching and Learning

- Promote student learning of skills and knowledge according to the IB Programme procedures/ISM Curriculum in the assigned areas of responsibility
- Facilitate teaching and learning in line with our Common Understanding of Learning and Principles of Learning
- Incorporate international-mindedness and the IB Learner Profile effectively
- Plan and document courses of study in the school's online learning management system using appropriate teaching strategies and learning activities
- Use a range of appropriate assessment strategies
- Motivate students with inquiry-based learning activities
- Provide constructive and frequent feedback to students through a variety of methods
- Reflect on teaching with a view to improvement



2.0 Student Management

- Supervise assigned classes and duties while establishing and maintaining standards of student behavior needed to provide an orderly, productive classroom environment
- Create an environment of respect and understanding
- Demonstrate positive relationships with students and an awareness of individual needs and cultural differences
- Communicate clearly, effectively, and supportively with students, parents and colleagues across all mediums
- Consistently implement and model all ISM Policies and Procedures in particular regarding safeguarding of students and data protection
- Assist when necessary in the administration and invigilation of external and internal testing
- Work in collaboration with other teachers, administration, parents, and students to enhance the learning environment and experiences of all students.
- Uphold all responsibilities and processes as required when dealing with student protection concerns.

2.1 Learning Support Referrals

- Identify and report any potential learning support needs to the respective school coordinator. Any concerns should be formally addressed in a school meeting and be included in the minutes.
- Gather evidence of student work.
- Gather methods of differentiation or additional scaffolding that have been used.
- Proactively collaborate with the Learning Support Specialist and Coordinator in the Learning Support process.
- Implement recommended strategies, accommodations and/or modifications as outlined in meeting minutes or in an ILP.

3.0 Other

- Help promote the school in a positive and professional manner at internal and external events (including field trips and out of hours events)
- Be proactive in developing and sharing their pedagogy and implementation of technology through collaboration and in-house professional development
- Engage in regular self-assessment and reflection in line with our Vision/Mission
- Any other duties as reasonably required by the school to ensure a successful implementation of the educational programs