



KILKENNY STEINER SCHOOL Job Description  
Féileacán (pre-school) Teacher

**Féileacán Teacher Duties**

1. Be responsible for preparation and delivery of sessions using the Waldorf approach to children in the assigned class; using appropriate methods, e.g. using head, heart and hands approach. To provide balanced activities at a pace suitable to the children's age and development, based on a deep understanding of Waldorf pedagogy/child development, with a commitment to exploring and developing compatible innovative educational practice and initiatives found locally and across the globe.
2. To represent and uphold the Waldorf ethos in all dealings with children, parents, prospective parents, the public and official bodies.
3. To practice observation of the children in your care, seek to understand them, and work creatively to nurture the healthy development of their physical, social, emotional and cognitive capacities, understanding their strengths and weaknesses and structuring work accordingly.
4. To engage in pedagogical study/discussion and child observation with colleagues and take a proactive and compassionate approach to addressing areas of concern/need.
5. To undertake appropriate preparation, as necessary both for the effective delivery of the job and to advance the school's ethos, principles and objectives; to engage in personal reflection and self-development; and to commit to deepening your understanding of Anthroposophy and Steiner Waldorf education work
6. Where difficulties in any area are observed, develop appropriate strategies in consultation with other teachers if necessary. Make written notes of any critical incidents that occur. Keep parents informed of relevant items re behaviour, performance, accidents and incidents.
7. To develop the children's capacity for critical thinking and problem solving, perseverance, curiosity and independence.
8. To lead and inspire the children, maintaining good discipline and holding boundaries assertively, developing children's confidence and ensuring that effective learning/play can take place in the class.
9. To cultivate and nourish in the children a sense of wonder and reverence, leading by example.
10. To maintain the classroom/outside area to a high standard of cleanliness, order and beauty suitable to the tasks to be undertaken, modelling care for one's environment and involving the children appropriately.
11. To liaise with subject teachers and facilitate class screening when appropriate.

12. To prepare the class for festivals.
13. To organise and participate in class outings, trips and events.
14. To keep appropriate records, keep pupil files up to date and record and file all conversations with parents.
15. To participate in the admissions process for new pupils, meeting with prospective parents and children.
16. Continuous Personal and Professional Development: It is expected that the Féilecán teacher will continue to develop their knowledge in Waldorf educational methods and approaches, the anthroposophical understanding of the human being and the related process of child development. This may involve attending relevant courses and trainings as determined necessary by the mentor and teachers group. Financial support for such trainings is to be discussed with Finance Group. A general review will take place annually or as deemed necessary.

### **General Duties**

1. To receive assistance, when appropriate, from a more experienced colleague or a specialist teacher in those areas in which you are less qualified/experienced.
2. To provide mentorship where required.
3. To take part in the appraisal of your own work performance .
4. To organise materials for class use and liaise with those responsible for purchase.
5. To monitor and keep within agreed budgets.
6. To attend staff meetings when requested
7. To attend out of school hours meetings when necessary.
8. To attend training courses and training days, as required.
9. To participate in school events during school holidays or weekends, as required.
10. To take on administrative tasks when inspired or required.
11. To familiarise yourself with and adhere to the School's policies and procedures and to support their implementation including the Equal Opportunities and Health and Safety policies.
12. To cover for absent colleagues as requested and able (i.e. supply cover).
13. To share responsibility for supervision of all pupils during non-class hours within the school day.
14. To undertake break-time duties.

### **Person Specification**

This section details the knowledge, skills and experience required for the role.

<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Knowledge</b>	<b>Knowledge</b>
In depth knowledge of Steiner Waldorf education and its curriculum	Knowledge of the anthroposophical basis of Steiner Waldorf education

Knowledge of child development and the curriculum relevant to the age group to be taught	
<b>Qualifications and Skills</b>	<b>Qualifications and Skills</b>
Approved Steiner Waldorf Kindergarden Teaching Qualification and relevant experience	Qualified Preschool or Teacher Status
A degree	
Skills and expertise necessary to deliver a balanced curriculum at a pace suitable to the children's age and developmental stage	
Ability to closely observe the children, to really 'see' them for who they are	
Ability to differentiate lessons in order to meet the needs of all pupils	
Organisational skills necessary to plan and teach effectively	
Good communication skills, both orally and in writing, fluent in English	
Ability to relate to and inspire children	
Skills to engage children in activities artistically and creatively	
Ability to lead the team supporting the class	
<b>Experience</b>	<b>Experience</b>
Demonstrable experience of delivering learning and/or teaching experience in a Steiner School / Kindergarden	Previous vocational/professional experience in a field other than class teaching
Experience of working with children aged 4 to 7 yrs	
Experience of working with and leading groups	
<b>Attributes</b>	<b>Attributes</b>
Sense of humour	

Ability to use initiative, be self motivating and take responsibility	
Compassionate and empathetic	
Resilient	
Ability to work flexibly, with a positive attitude and ability to cope under pressure	
Open minded	
Willingness to develop self and skills	
Willingness to work collaboratively and cooperatively with others	

Note: This job description may be amended at any time in consultation with the post holder.

**Essential information:**

Kilkenny Steiner School is committed to the safeguarding and welfare of all children. All employees will be garda vetted for suitability to work with children and young people, and all appointments will be subject to the following:

- Satisfactory references,
- Proof of eligibility to work in Ireland where necessary,
- Garda Vetting and Children First Vetting Programme

**What we can offer the successful candidate**

To be part of a very enthusiastic parenting and teaching body in a deeply rewarding, working environment;

Small classes with active and enthusiastic children;

An independent school following the international Steiner Waldorf curriculum;

An opportunity for creativity in facilitating and delivering a curriculum that will promote the full and balanced personal development of the child;

An established support structure and network of past teachers and wider community members;

Does this opportunity speak to you? If so please send a letter of motivation, a CV and two referee names and contact details to: [opportunities@kilkennysteinerschool.ie](mailto:opportunities@kilkennysteinerschool.ie)

Kilkenny Steiner School [www.kilkennysteinerschool.ie](http://www.kilkennysteinerschool.ie)

Position start date: September 2024