



## KILKENNY STEINER SCHOOL Job Description

### **Class Teacher Duties**

1. To provide a balanced curriculum 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 innovative educational practice and initiatives found locally and across the globe.
2. To give particular regard to the sound teaching of literacy and numeracy in line with the above.
3. To really 'see' the children, 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, study and training as necessary both for the effective delivery of the curriculum 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. To work openly and collaboratively with parents, organising and presenting Parent Evenings and individual consultation sessions
7. To develop the children's capacity for critical thinking and problem solving, perseverance, academic curiosity and independent study and research, ensuring good work habits are established.
8. To lead and inspire the children, maintaining good discipline and holding boundaries assertively, developing children's confidence and ensuring that effective learning can take place in the class.
9. To arouse within the children a sense of awe and reverence, leading by example.

10. To maintain the classroom to a high standard of cleanliness and aesthetics, suitable to the tasks to be undertaken, modelling care for one's environment and involving the children appropriately.
11. To liaise with subject teachers, learning support and curative staff and facilitate class screening when appropriate.
12. To prepare the class for festivals and class plays and support subject teachers with this also.
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, therapists, educational psychologists, etc.
15. To write yearly pupil reports for parents and collate them with subject teachers' reports.
16. To participate in the admissions process for new pupils.
17. To organize timetables for your own class and liaise with support teachers.

### **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 work during the first year with a mentor.
3. To take part in the appraisal of your own work performance and be prepared to assist in the appraisal of colleagues, including peer observation.
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 regular staff meetings
7. To attend out of school hours meetings when necessary.
8. To attend inset 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 Teaching Qualification and equivalent relevant experience	Qualified Teacher Status
A degree	
Skills and expertise necessary to deliver a balanced curriculum at a pace suitable to the class 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	
Organisation skills necessary to plan and teach effectively	
Good communication skills, both orally and in writing	
Ability to relate to and inspire children	
Skills to present your subject 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	Previous vocational/professional experience in a field other than class teaching
Experience of working with children aged 6 to 14yrs	

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: [hr.kksteinerschool@gmail.com](mailto:hr.kksteinerschool@gmail.com)

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

Position start date: Januray 2025