



Discovery College

Teacher (MYP/DP) - Learning Diversity Team (LDT)

Information for Applicants

Discovery College is searching for an experienced educator to fill the position of Teacher – MYP/DP, Learning Diversity Team (LDT). The ability to teach PE as a second subject is an advantage. For the 2018-19 academic year we have 1,450 students enrolled in Years 1-13 (K-12), on our way to a final student roll of approximately 1,550 pupils.

Discovery College is a rewarding and challenging place to work, both personally and professionally. It is not often that educators get an opportunity to be part of the growth and development of a school, especially one as significant as this. Our staff enjoy teaching a wonderful mix of students from 50 countries and 20 mother tongues, including a number of local Hong Kong Chinese students. They work collaboratively with a committed group of international colleagues and have access to a state of the art facility, which includes a wide range of teaching spaces linked by a powerful ICT infrastructure.

We are focused on supporting exceptional teachers and administrators who are willing to embrace the IB PYP, MYP and DP curriculums – educators who are creative, collaborative, prepared to share their expertise with colleagues and contribute to the College as a whole. Candidates should be innovative educators with a passion for students and their learning.

Joining the ESF family of over twenty schools opens a range of professional development choices, including the opportunity to work alongside other teachers from around the world.

Hong Kong is one of the most exciting cities in the world in which to live and work. Many people who come here for a couple of years end up staying for much of their lives. The city is a wonderful mix of east and west, modern and traditional. The shopping is fantastic and so is the food. Despite having more than seven million people in such a small area, approximately 70% of Hong Kong is parkland. There are numerous hiking trails and wonderful beaches to choose from, and access to other exciting destinations within Asia is very easy.

It is important for prospective applicants to know that employment as a teacher in Hong Kong is dependent on successfully obtaining an employment visa with Hong Kong Immigration, and permission to teach in Hong Kong by the Education Bureau. The latter comes in two forms: Teacher Registration and Permitted Teaching status. ESF HR will guide candidates with understanding the requisite qualifications to work in Hong Kong.

Kind regards

Mark Beach
Principal

About Discovery College

1450

students
enrolled in
2018-19
in Years
1-13

101

creative and
energetic
teachers

50

student
nationalities

Our Vision

GROW

Be passionate about being the best we can be.

DISCOVER

Find wonder in the world around us.

DREAM

Dare to make a difference for yourself, humanity and our planet.

This vision statement, created by the College community when the school was founded in 2007, recognizes Discovery College's belief that students are to be independent, critical and creative thinkers, equipped with the skills, attitudes and values to contribute positively in this complex world in which we live. At Discovery College we believe that powerful learning and teaching occurs under a shared spirit of respect, which dignifies and prizes our diversity of experiences and perspectives, reaches into our traditions as well as into the future, excites a passion for ongoing inquiry and strives to help all learners reach for enduring excellence.

School Information

Discovery College was established by the English Schools Foundation to serve the needs of the local and expatriate communities in Hong Kong. It is a full Years 1 to 13 school offering the PYP, MYP and Diploma programmes. The College uses English as the medium for teaching and learning. There is also a strong emphasis on the acquisition of Chinese (Putonghua) as a second language. The College strongly supports all subject areas with a robust academic curriculum, including the performing and creative arts, design technology and ICT. As a Private Independent School within the English Schools Foundation (ESF), Discovery College has no catchment area in its admission policy, meaning that students from all over Hong Kong can apply to study.



Teacher

Opportunities

- To demonstrate your people skills in building collaborative networks within the teaching staff
- To co-design units and team teach with teachers from all areas
- To access high quality professional leadership development opportunities through ESF and across the Asia-Pacific region
- To support colleagues through mentoring and coaching
- To participate in the implementation of Positive Psychology as a foundation for wellbeing
- To support the pastoral programme, including the embedding of Restorative Practice



Application Process and Timeline

Please refer to the closing date listed on the Discovery College website.

Resumes or CVs may be submitted to the Principal by emailing jobs@dc.edu.hk.

Please note: to be considered for this position, all applicants must register and submit an application for the position online through <http://recruit.esf.edu.hk>.

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outstanding
secondary
classroom
teachers

11

curriculum
departments

42

unique
learning teams
providing
pastoral
support

Job Description

Job Name

Learning Diversity Team (LDT) Teacher

Job Summary

The main role of the Learning Diversity Team (LDT) teachers is to support identified students in the areas of **Special Education Needs (SEN)**, English as an Additional Language (EAL) and Gifted and Talented (G&T) in achieving the best possible learning outcomes. LDT teachers work in collaboration with subject specialist teachers to improve the learning outcomes of these students. This occurs through collaborative planning, preparation of resources, sharing of strategies, parallel teaching of students in small group settings or co-teaching in classes. For the position being advertised, it would be advantageous to have experience in supporting students in upper secondary levels, in particular, in the areas of literacy at **Years 12/13 (Grade 11/12)**.

In addition to collaborating closely with specialist teachers, the LDT teacher is responsible for tracking the progress of individual students, setting improvement targets, maintaining up-to-date records and designing appropriate interventions to help these students in reducing the achievement gap.

LDT teachers also work in close collaboration with parents and caregivers through conducting regular meetings to report on students' progress and to share information and support strategies.

The LDT teacher's contribution to the school goes beyond the classroom. They participate in the development of the school policies and programmes and assist with the implementation of school priorities. Teachers may be required to undertake other duties in addition to their teaching duties.

Main Accountabilities

Teaching and Assessment

- Plan lessons and sequences of lessons to meet student's individual learning needs and to ensure student's progression based on an inclusive model that discourages withdrawal
- Create appropriate resources that will scaffold student learning
- Use a range of appropriate strategies for teaching and learning and classroom management
- Embed Assessment for Learning practices into daily practice to support students' learning
- Use flexible groupings and structured inquiry to deliver high quality lessons in line with the IBO philosophy
- Use learning technologies such as the IWB, online learning environments and other assistive technology to enhance learning
- Use, identify, administer and analyse information from appropriate diagnostic tools to identify students' needs and set targets for improvement
- Develop and share student support plans for identified Level of Adjustment 2 (LOA 2) students in collaboration with students, classroom teachers and parents
- Track progress and design a range of interventions to support student success
- Maintain SEN/EAL and G&T registers and share information related to these students with appropriate stakeholders
- Provide clear and constructive feedback to students and their parents and caregivers

Core Competencies Required

Adaptability

Analysis / problem solving

Collaboration

Communication

Team centred

Self reflection

Planning & Organising Work

Translating Strategies into Plans & Actions

Valuing & Integrating Diversity

Learning Agility

Leading Change

Written Communication

Work Standards/ Quality Orientation

Creativity/Innovative/ takes initiative

Formal Presentation

Developing Talent

Having a thorough and up-to-date knowledge of the teaching of their students, curriculum, pedagogy, education-related legislation specific to SEN/EAL/G&T.

Awareness of the school's organisation.

Job Description

Wider professional roles

- Plan and engage in professional learning activities related to the LDT that support school and systematic priorities
- Share good practice. Reflect on and develop your own practice as well as contribute towards the development of others
- Make an active contribution to the policies and aspirations of the school
- Collaborate with members of the school community to build a team environment that supports students' learning

Additional responsibilities may include

- Leading the development of curriculum policies in one of the following areas; SEN, G&T, EAL, and Mother tongue within the team
- Supervising a range of student activities including support and welfare programmes
- Supervising an educational assistant in the delivery of in-class support

Typical reporting relationship

Head of Learning Diversity Team

Development / Training to support core competencies

Development activities and relevant courses to be negotiated as part of the performance management process

Salary and Conditions

Start Date: August 2019

Contract length: Two (2) Years

Salary (indicative): HK\$39,590 - \$69,275 per month (based on years of full-time qualified teaching experience)

Cash Allowance: HK\$8,050 per month

Gratuity (payable at the end of two-year contract): 20%

HK Tax Rate: 15%

Medical & Dental: Comprehensive international coverage for employee and family

Education Allowance: 100% of school fees for up to two (2) children

Travel: Passage allowance equivalent to flight from point of origin, including family, paid at start of first contract only

Relocation/Removal Allowance: None

On arrival into HK: Transfer from the airport to hotel / two (2) weeks hotel accommodation

Please Note: The details provided are current as of January 2019, however, may change prior to the start of the 2019-20 academic year.

Minimum Typical Education

Bachelor Degree in Education (SEN and/or EAL specialization preferred), or Bachelor Degree in Maths/Science/English/Humanities with PGDE (Postgraduate Diploma of Education), or equivalent (additional SEN and/or EAL and/or G&T qualifications preferred)

Minimum Typical Experience

1-3 years teaching experience within a recognised educational organisation (Experience with upper secondary SEN/EAL/G&T students preferred)

Notes:

Two year finite contract

All teachers are expected to:

- *Contribute to the school extra curricular programme throughout the year*
- *Participate in key school and PTA events on identified*