



Teacher Duty Statement at BIS

As a teacher and as a member of our community of learners we expect you will join us in fulfilling our Vision, Mission and Mandate through your commitment to the students and your colleagues, as well as supporting the implementation of the school's improvement plan by committing to each area and growing in each of the BIS Standards of Teaching Excellence (referenced):

INSPIRING AND CHALLENGING YOUNG MINDS

As part of the BIS community of learners we commit to:

- Stimulate inquiring minds and spark enthusiasm for discovery and exploration.
- Focus on all aspects of student development: the academic, the intellectual, the creative, the social, the physical, the ethical and the emotional.
- Acknowledge that all teachers are teachers of language and need to ensure that the curriculum is accessible by all learners.

As a teacher you commit to:

- Select and clearly articulate instructional goals that challenge all learners according to their academic needs (1b).
- Communicate clearly, accurately and expressively; in ways that enrich the learning experience (3a).
- Use a wide variety of approaches to accommodate the learning styles within the classroom (3b).
- Find ways to question learning and stimulate discussion so that learners drive the lesson (3b).
- Engage the students in their own learning through increasing their influence in the development of groupings and activities (3c).
- Plan coherent, structured, well paced, linked, appropriately (and differentially) pitched lessons (3c).

AS A CARING AND COMMITTED INTERNATIONAL COMMUNITY

As part of the BIS community of learners we commit to:

- Provide an open-minded and supportive atmosphere through a climate of commitment, empathy and open communication.
- Facilitate the acquisition of languages and understanding of culture by communicating in English and by providing instruction of German and other languages.
- Promote international-mindedness throughout our curriculum by exploring our diversity of culture, language and experience while gaining insights from the unique perspective of our German host culture.

As a teacher you commit to:

- Show an awareness of the skills, intelligences, age, culture and interests of the students in their lessons and vary their practice accordingly (1c).
- Create an environment of mutual care and respect (2a).

- Raise the awareness of the opportunities of intercultural engagement and understanding that an international school provides.
- Adhere to the *BIS Works Agreement* and *BIS Contact Guide*.

ACHIEVE EXCELLENCE

As part of the BIS community of learners we commit to:

- Promote the acquisition of concepts, knowledge, skills and attitudes required to think critically, pursue excellence and fulfil one's personal potential.
- Be a dynamic and progressive school with well-resourced and innovative programmes.
- Pursue excellence through a commitment to the continuum of the IB programmes and other accrediting educational organizations.

As a teacher you commit to:

- Plan for and clearly communicate the nature of assessment tasks that link to the instructional goals set for student learning in accordance with the assessment policy (1d).
- Communicate to students through regular feedback and reports, based on appropriate assessments, a student's progress such that they are constantly aware of where they are and what they need to do to improve (1d).
- Work collegially and collaboratively to facilitate the development and delivery of curriculum.
- Keep accurate records that map students' progress (4b).
- Establish a classroom culture that embraces excellence; one in which students seek their own high expectations for the quality of work they produce (2b).
- Model the IB Learner Profile and seek ways for the learners in your care to manifest its virtues.

ASSUME RESPONSIBILITY

As a part of the BIS community of learners we commit to:

- Stimulate inquiry into local and global issues from multiple perspectives and develop the understanding that the opinions of others may also be right.
- Build a strong sense of personal and social responsibility that sets the foundation for a balanced lifestyle and encourages service to others, our community and our environment.
- Respect the confidentiality of all school data, student information and Information Technology.

As a teacher you commit to:

- Set clear expectations for student conduct that is controlled efficiently and engenders a sense of self responsibility within the class (2c).
- Contribute to the values, field trips, extracurricular activities and developments of the school (4d).
- Conduct all engagements within BIS in a professional manner in accordance with the BIS Staff Code of Conduct (4f).
- Adhere to the established policies, procedures and guidelines of the Bavarian International School which recognise the *German Legal Code* and *Bavarian School Act*.

LIFE-LONG LEARNERS

As a BIS community of learners we commit to:

- Challenge our students to become life-long learners by taking risks, reflecting on their experiences and preparing for their futures.
- Encourage parent and family involvement in each student's learning to enhance the success of our programmes.
- Excel in standards of education with dedicated teachers and a committed staff who seek multiple opportunities for professional development.

As a teacher you commit to:

- Maintain a working knowledge of current developments in their subject knowledge and teaching practice (1a).
- Continually experiment with and reflect upon new approaches and lessons as to whether they enhanced student learning (4a).
- Using the appraisal process as an opportunity to set goals that provide professional challenge (4e).
- Developing professionally within the classroom, through shared best practice, enjoying professional development from others and delivering professional development to others (4e).
- Communicate with parents appropriately through events such as Parents' Evenings, reports and email – in accordance with the *BIS Contact Guide* (4c).
- Developing the use of technology as a learning tool within the classroom and as an extension of the classroom (3b).
- Model and promote service within and outside of the BIS Community.

This duty statement as outlined is a summary of primary duties, but is not exclusive. At any time an employee may be asked to assist with other duties or take on other or additional duties which are in compliance with the employee's training to ensure the success and well-being of BIS.