

## Teacher and Trainer Charter

- T1** IH schools employ as teachers, whether full-time or part-time, only those whose professional training and qualifications meet IHWO requirements.
- T2** IH schools employ an Academic Manager (or Director of Studies) on a full-time or part-time basis, as appropriate to the size of the establishment, to be responsible for teaching standards and for the administration and supervision of the teaching programme.
- T3** Academic Managers are available and accessible to teachers during normal working hours for consultation or advice on any matter relating to their duties.
- T4** IH teachers and trainers must be regularly observed by the school's senior educational staff and colleagues for the purposes of teacher development and training.
- T5** In-house teacher development programmes will be available to all teachers and trainers and designed based on needs identified during observations, appraisals and teacher input.
- T6** IH schools hold regular teacher development meetings or seminars and all teachers and trainers are expected to attend.
- T7** IH teachers and trainers are expected to:
- invest time in their own professional development
  - attend teacher development meetings
  - participate in school social events and activities.
  - submit to observations by colleagues, academic management, trainee teachers and inspectors
- T8** IH schools must make the IH Staff Promise available to all staff (on posters, on intranets or websites, in handbooks, etc).

