

TGI TEACHER PROFILE AND EXPECTATIONS

TGI hires only experienced and qualified, talented, caring and professional staff and faculty. Teachers who are successful at TGI would be expected to match the characteristics listed below.

Personal Qualities

- Welcome, respect and embrace similarities and diversity of cultures, beliefs and perspectives
- Child focused - warm, caring and supportive
- Ability to work with parents and be part of a culturally-diverse community
- Team player - collaborative, adaptable, positive and flexible - who enjoys a collaborative planning approach to teaching and learning
- Committed to ongoing professional development and sharing latest education research with colleagues as part of a Professional Learning Community (PLC)
- Native English or near-native English speaker who might be conversant in an additional language
- No past records or be involved in previous incidents that suggest he/she is not suitable to work with young children
- General interest in living and working in Singapore

Professional Experience

- Recognised teaching certificate from a reputable education institution from anywhere in the world, and qualified with at least a Bachelor's degree
- Minimum three years' classroom experience, preferably in an international school setting in Asia
- Respectful and professional disposition
- Positive role model of the school shared vision of the kinds of people we hope to develop
- Experience/training in working as a generalist teacher and working with students' with English as an Second/Additional Language (ESL/EAL)
- High level of IT skills and experience in integrating IT with teaching
- Experience with contemporary practices in various subject teaching
- Experience with using a range of authentic assessment practices
- Experience in organising school events and after-school activities
- Experience in coaching sporting teams and/or performing arts

Pedagogical Profile

- Experience with International Primary Curriculum (IPC) or the IB Primary Years Programme (IBPYP) preferred
- Experience with the Cambridge International Primary English, Mathematics and Science curriculum frameworks preferred
- Experience in differentiating teaching techniques
- Enquiry-based, activity-based and hands-on learning
- Using local context and environment to enhance learning
- Multi-cultural approach or experiences
- Stimulating classroom environment
- A lifelong learner

EXPECTATIONS

The Grange Institution is a small community school where we expect our staff to help develop a warm and respectful learning culture within the school, where we expect all teachers' full involvement in the school's development and with extracurricular activities. Candidates considering working at The Grange Institution should be prepared to meet these expectations in addition to the regular teaching load. A standard workload is outlined below:

School Year

Each school year has approximately 185 contact days, starting in January and ending in December. The school year is divided into 4 school terms. The school observes all the Public Holidays of Singapore, and in addition, we have four term breaks, two short ones of about a week long each and the two longer breaks of 6 to 8 weeks each.

In addition to regular student contact days, teachers are expected to attend Orientation Week prior to student starting each year, Staff Professional Development days, Back-to-School Evening, and occasional after-school-hours and weekend events. These would be stated or announced through the school calendar or by the Principal where additional needs arise.

School Hours

Teachers are expected to be on-campus from 9:00 a.m. to 5:00 p.m. on regular school days. For two mornings a week, teachers are expected to attend meetings in the morning starting from 8:30 a.m. Yard duty in the morning, at lunch time and snack time on a rotating basis is a part of a teacher's routine. Every teacher is promised at least one scheduled break on each school day.

Teaching Hours

Our school schedule is based on 30 learning blocks of 45 minutes per week in the Elementary School. A usual teaching load in a week includes generally 21 learning blocks, 2 to 3 yard duty supervision slots and 1 hour of after-school activities respectively. The non-contact periods/blocks are allocated for planning, preparation, classroom management, and general meetings with colleagues and parents.

Before School Meetings

Teachers are required to attend the following meetings each week:

- Collaborative planning meeting led by the Principal held on Wednesdays from 8:30a.m. to 9:30a.m. These meetings are to be attended by classroom teachers, specialist and languages teachers and specialist teachers as they focus on teaching and learning matters and planning of units of learning.
- Staff meeting led by the Principal held on Fridays from 8:45a.m. to 9:30a.m. These meetings are attended by all staff and are focused on school-wide matters.

School Life/Development

Teachers are expected to implement goals from the Strategic and Action Plan and take part in the development of the school.

Teacher Professional Development and Appraisal

The Grange Institution provides a range of professional development opportunities throughout the year. These may include school-based trainings, conferences and workshops in Singapore as well as in the South-East Asia region. Many of these occur outside of the normal working day.

Teacher Appraisal is an on-going part of professional development and will be carried out throughout the year. The teacher will be evaluated on his/her knowledge, skills and contribution to his/her students' personal development and growth, as well as a positive school environment. Kindly refer to the Teacher Appraisal guidelines for details of the process and criteria.