



## CIS Teacher Code of Conduct



# Collegiate International School Policies



## Our Vision

Providing world class education

## Our Mission

To empower students with a rigorous, holistic and international education for success in an ever-changing world

## Our Philosophy

- to be recognized by the success of our students in achieving their personal goals
- to make student development the center of all school decisions
- to aspire to the highest internationally recognized performance standards
- to build and celebrate a culture based on internationalism
- to enable the staff to become life-long learners through the development of their professional practice

## Our Core Values

Achievement | Collaboration | Innovation | Integrity | Respect | Responsibility

## The CIS Motto

Community | Innovation | Success

## The CIS Mascot

The Wildcat



## IB Mission Statement

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.



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## TEACHER CODE OF CONDUCT PURPOSE

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Collegiate International School is committed to providing a safe, inclusive, and respectful learning environment that promotes academic excellence and the holistic development of our students. This Teacher Code of Conduct Policy outlines the professional standards, ethical expectations, and responsibilities that all teachers are expected to uphold. This policy is aligned with the regulations and guidelines set forth by the Knowledge and Human Development Authority (KHDA) and the Ministry of Education.

### 1. PROFESSIONALISM AND ETHICAL BEHAVIOR:

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- 1.1 Teachers shall demonstrate the highest standards of professionalism, integrity, and ethical conduct in all interactions with students, colleagues, parents, and the broader school community.
- 1.2 Teachers shall act as role models, promoting honesty, respect, and fairness in all aspects of their work.

### 2. RESPECTFUL AND INCLUSIVE ENVIRONMENT:

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- 2.1 Teachers shall foster a classroom and school environment that is inclusive, respectful, and free from discrimination, harassment, and bullying.
- 2.2 Teachers shall recognize and celebrate the diversity of our student body and ensure that every student feels valued and supported.

### 3. CHILD SAFETY AND WELFARE:

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- 3.1 Teachers shall prioritize the safety, well-being, and protection of students at all times.
- 3.2 Teachers shall adhere to all child protection policies and reporting protocols as mandated by KHDA and the Ministry of Education.

### 4. TEACHING AND LEARNING EXCELLENCE:

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- 4.1 Teachers shall provide high-quality instruction that is aligned with the curriculum standards and reflective of best educational practices.
- 4.2 Teachers shall differentiate instruction to meet the diverse needs of students and provide timely and constructive feedback for their academic growth.

### 5. COMMUNICATION AND COLLABORATION:

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- 5.1 Teachers shall maintain open, transparent, and respectful communication with students, parents, and colleagues.
- 5.2 Teachers shall actively collaborate with colleagues to enhance teaching practices, share resources, and contribute to a positive school culture.



## 6. PROFESSIONAL DEVELOPMENT:

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6.1 Teachers shall engage in continuous professional development to enhance their teaching skills, stay current with educational trends, and contribute effectively to the school community.

6.2 Teachers shall actively participate in professional development opportunities as mandated by KHDA and the Ministry of Education.

## 7. CONFIDENTIALITY AND DATA PROTECTION:

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7.1 Teachers shall maintain the confidentiality of student records, assessment data, and sensitive information in accordance with school policies and legal requirements.

7.2 Teachers shall adhere to data protection regulations and guidelines outlined by KHDA and the Ministry of Education.

## 8. COMPLIANCE AND REPORTING:

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8.1 Teachers shall comply with all regulations, guidelines, and directives provided by KHDA and the Ministry of Education.

8.2 Teachers shall promptly report any concerns related to student well-being, safety, or misconduct in accordance with school policies and legal obligations.

## 9. PROFESSIONAL APPEARANCE AND CONDUCT:

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9.1 Teachers shall adhere to the school's dress code, maintaining a professional appearance that reflects the educational environment.

9.2 Teachers shall refrain from engaging in behavior that could adversely affect their professional image or the reputation of Collegiate International School.

## 10. CODE OF CONDUCT POLICY REVIEW

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- **Policy Review:** This policy will be reviewed periodically to ensure alignment with KHDA regulations and any necessary amendments will be made in consultation with relevant stakeholders.
- Review of the policy and practice happens strategically throughout the school year
  - **Orientation:** During orientation all teachers participate in a workshop connected to Language policy
  - **End of Year Review:** At the end of each academic year the SLT and Middle Leaders review the Language policy to ensure it is effective, clear and up to date. This happens across the PYP, MYP and DP to ensure vertical alignment of policies and practices
  - **Governance:** Head of school share the Language policy with governance anytime changes have been made
- **This policy was reviewed in July 2023**
- **The policy will be reviewed again in July 2024**

By adhering to this Teacher Code of Conduct Policy, all teachers at Collegiate International School contribute to creating a positive and enriching learning experience for our students while upholding the standards set by KHDA and the Ministry



## Collegiate International School Policies



of Education. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment. This policy is subject to periodic review and updates to ensure alignment with evolving educational standards and regulations