



Teacher Secondment Opportunity at the Aga Khan Academies, commencing 2017-2018

- Location:** Hyderabad, India
- Start Dates:** Fall 2017
- Duration:** One academic year
- Salary Range:** Annual salary compensation will be consistent with current salary level and classification, up to a maximum of \$119,973.00
- Application Deadline:** February 28, 2017

Description:

This teacher secondment opportunity is being offered in partnership between the Ontario Ministry of Education and the Aga Khan Academies network of schools.

The Aga Khan Academies is an integrated network of boarding schools being established in countries of the developing world to educate potential future leaders to a high international standard. Dedicated to offering the highest quality education to talented students of all backgrounds, including those from disadvantaged circumstances, the aim of the Academies is to educate ethical and pluralistic leaders who will help strengthen their societies. The Academies also work toward strengthening the wider education systems in the regions where they are located by offering professional development opportunities for educators in surrounding schools.

The aims of this secondment program are to provide the Aga Khan Academies with teaching expertise that will help strengthen key areas of education at their schools, and to give Ontario teachers access to cultural immersion opportunities that will broaden their professional experience and inter-cultural understanding.

This secondment opportunity is available for experienced Ontario teachers currently employed by Ontario's publicly-funded school system to be seconded to the Aga Khan Academy in Hyderabad, India, for one academic year. Teachers would be assigned to either a junior, middle or senior school as appropriate.

Responsibilities at the Academy:

Seconded teachers will be engaged in a range of teaching, co-teaching and professional development activities (both as participants and leaders) across the Academy. Depending on the teacher's particular skills, these will include:

- Lesson planning and class teaching;
- Contributing to curriculum planning and development;
- Coaching and mentoring;
- Supporting the in-house Teacher Preparation Program;
- Contributing to the Academy's professional development programs;
- Participating in and contributing to the Academy's growth-oriented opportunities, supports, and resources; and
- Documenting professional learning and growth through existing Ontario Ministry of Education professional learning networks.

Ontario teachers on secondment to an Academy will be expected to share responsibility for a class using team teaching and co-teaching approaches, including proportional responsibility for tasks such as report card preparation and parent meetings. The co-teacher from the Academy, as a teacher experienced in the International Baccalaureate (IB) Program as well as the day-to-day academic life of the school, will act as a support for the seconded teacher from Ontario.

The specifics of each appointee's teaching obligations will be dependent upon the particular set of skills she/he brings to the job and will be negotiated at the time of appointment. Each appointee will bring a particular area of expertise to the role and will be expected to lead the development of other staff in that area. For some this may be pedagogical content knowledge associated with a given subject area (e.g. math or language teaching), while for others it may be more generally applicable skills associated with particular pedagogical approaches such as enquiry-based learning.

Teachers on secondment will have a balanced blend of teaching responsibilities, coaching and mentoring, and contributing to teacher preparation and professional development. Seconded teachers will support and mentor fellow Academy teachers by helping them plan and implement lessons and assess students, and by providing feedback to support their growth in teaching. Seconded teachers will participate in both internal and external professional development opportunities and workshops organized by the Academy.

The Aga Khan Academies offer a wide range of extra-curricular activities and are actively involved in the life of the local community. Seconded teachers are encouraged to participate in extra-curricular activities and community/school events depending on their particular interests and availability. Teachers and students at the Academy residential campus live and work in an active, collegial learning environment where teaching and learning is very much integrated across school and campus life.

Ontario Ministry of Education Expectations:

Seconded teachers will have many opportunities to learn while working at the Academy, and they will be able to bring back what they have learned to enrich their own teaching in Ontario and to share with others.

Prior to their departure, seconded teachers will participate in an orientation at the Ministry of Education to familiarize themselves with the expectations and indicators of success for the secondment opportunities so that they have a clear understanding of their role and work in the Academy.

During their secondment to the Academy, teachers will document their professional learning experience through existing Ministry professional learning networks and, upon their return, teachers will share their Academy experience with other Ontario teachers using these networks and other communities of learning.

Seconded teachers will be invited to contribute to the development of a framework for future teacher secondments to the Aga Khan Academies. They will also inform an assessment of the effectiveness and impact of the secondment program against the program's expectations and indicators of success. Seconded teachers will also assist in the preparation of the next round of seconded teachers and will provide a model for other possible international exchange possibilities.

By seconding some of its teachers to work in the Aga Khan Academies, the Ministry of Education expects to:

- Promote the values, principles and pedagogy underpinning Ontario's Renewed Vision for Education;
- Enrich professional practice and develop new leadership skills, making seconded teachers more effective when they return home;
- Provide seconded teachers with an opportunity to work in a cross-cultural setting that will increase exposure to other ways of being and doing and develop greater understanding of our interconnected world that teachers can apply to enrich Ontario classrooms and schools;
- Allow seconded teachers to gain greater knowledge and understanding of cross-curricular links within the context of the Aga Khan Academy's International Baccalaureate curriculum;
- Provide Academy teachers and students with an opportunity to better understand Canadian culture and values; and
- Promote Canada's and more specifically, Ontario's post-secondary education opportunities to talented students internationally.

Requirements:

This position can only be offered to an individual who is currently employed full-time by a district school board in Ontario.

Applicants should have a minimum of 5 years of full-time teaching experience in Ontario publicly-funded schools and hold a Certificate of Qualification and

Registration from the Ontario College of Teachers, with qualifications and experience teaching in the Ontario school system. IB experience, training or knowledge is preferred but not required.

The primary language for teaching at the Academy is English however proficiency in Hindi would be considered as an asset. Experience teaching in a multi-lingual context would also be considered as an asset. If you are able to communicate in Hindi, please specify your level of proficiency.

Terms of Appointment:

Secondments will be for one academic year. The successful candidate will be required to negotiate an approved leave for secondment from their board.

The annual salary compensation for this position will be consistent with the current salary level and classification of your home position, up to a maximum of \$119,973.00.

Compensation while on secondment with the Ministry will include benefits and other entitlements in accordance with the teacher's school board collective agreement. The successful candidate will continue to be covered by the benefit and pension plans of their home board, with the Ministry covering the employer costs of maintaining such coverage.

A work permit is required to work in India. Support to obtain a work permit will be provided by the Aga Khan Academies.

Additional Benefits:

Teachers on secondment from Ontario will be entitled to the benefits enjoyed by other expatriate teachers at the Academy and in accordance with established Human Resources policies of the Academy. These benefits include one annual round-trip economy-class air ticket to Academy location for the appointee and accompanying dependent family members (legal dependents include the spouse and children under the age of eighteen years).

Reasonable accommodation, which will take into account the family size, will be arranged in partnership with the Academy. Housing will ideally be located within the Faculty Accommodation subject to availability, and if not, it will be located in the surrounding areas where other staff members reside. On arrival, if need be, temporary housing will be provided either on campus or through a preferred hotel/guesthouse for a period of up to four weeks.

A reasonable allowance will be provided to reimburse seconded teachers' expenses to bring personal effects as excess baggage to the destination country. Further information will be provided as part of the on boarding process.

Comprehensive travel insurance must be obtained for all those travelling and is subject to approval by the Academies prior to purchase. The amount of this insurance or to upgrade current health insurance will be reimbursed by the Academies.

Healthcare coverage will be provided by the Academy through a private health insurance model, subject to the approval and acceptance of the applications (and declaration of the existing medical conditions) for the teacher and their legal dependents who will be residing in India during the secondment.

Tuition coverage at the Academy will be provided for accompanying children in Grades 1–11. The Academy does not admit new students into Grade 12 due to the two-year IB Diploma courses taken in Grades 11 and 12.

Preparation Prior to Arrival at the Academy:

Prior to their arrival at the Academy, teachers will be provided with support to prepare them for their expected duties:

- Seconded teachers will be given access to key materials, including the IB curriculum, assessment and evaluation policies, relevant lesson plans, assignments and tests/exams, and informational brochures or guides on the Academy;
- Communication between the Head of Academy and co-teacher from the Academy and the teacher selected for the secondment will be established before the teacher's arrival at the school;
- Meetings will be arranged between the seconded teachers and the teacher secondment workgroup to provide additional information and orientation; and
- Seconded teachers will have a range of opportunities to begin to experience the Academy remotely using digital and other online tools to facilitate the teacher's integration into the Academy upon arrival.

To Apply:

To apply, please send your cover letter and résumé to Camille Chenier at Camille.Chenier@ontario.ca.

About the Aga Khan Development Network:

The Aga Khan Academies is a network of K-12 International Baccalaureate schools being established in countries of the developing world as part of the Aga Khan Development Network. AKDN employs 80,000 people in over 30 countries around the world. AKDN also relies on thousands of volunteers to help implement and maintain its projects, notably at health and education facilities.

The Aga Khan Development Network (AKDN) has been active in education in the developing world for more than a century. AKDN agencies also work in the areas of health, culture, rural development, economic development, civil society and disaster reduction.

About the Aga Khan Academies:

The first Aga Khan Academy opened in Mombasa, Kenya, in 2003; the second in Hyderabad, India, in 2011 and the third in Maputo, Mozambique, in 2013. The Aga Khan Academies network will eventually comprise a learning community of 14,000 students and 2,000 teachers across 14 countries.

Aga Khan Academy Hyderabad

The Aga Khan Academy, Hyderabad, was opened in 2011, and is the second in a network of 18 Aga Khan Academies established by His Highness the Aga Khan in countries across Africa, South and Central Asia, and the Middle East.

The Academy offers programmes based on the principles and practices of the International Baccalaureate (IB) for students from primary to upper secondary level. Students in years one to five study the Primary Years Programme; students in years six to ten study the Middle Years Programme; students in years eleven and twelve study for the Diploma.

For further information, visit:

Aga Khan Academies: www.agakhanacademies.org

Aga Khan Academy, Hyderabad: www.agakhanacademies.org/hyderabad

Aga Khan Development Network: www.akdn.org

For further information on the secondment opportunities, please contact Adrienne Munro at: Adrienne.Munro@ontario.ca or (416) 325-3019.