

10th August IB Heads Meet Western

Date: 10th August 2022
Time: 4:00 - 6:00 pm
Venue: DAIS

1. Principles of Practice relating to recruitment

Background: Over the last years, as the number of schools offering IB curricula has grown the faculty appointment process has become an area of concern for the Heads of School. Accusations of poaching, failure to check references, buying out of contracts and teachers jumping ship without notice along with other concerns have all been raised as ongoing concerns.

However While we must not stand as a block in the legitimate career options of our faculty, there is a certain code of professional conduct that we all need to follow.

The following 'Code of Professional Practice' is a first stage in coming to agreement as to how we, as an association of peers, will choose to operate. This Code is based on the 'assumption of good intent' and the requirement of open communication.

We agree to conduct our faculty appointment process in line with the following criteria.

No new member of faculty will be appointed from another member school without a reference check, preferably oral, with the Head, or HR, of the other school.

Applicants must cite the Head of School as one of their referees or have a letter of clearance/ relieving letter from their current school

Schools will agree not to hold original documents as a way of limiting faculty applications to other schools

There will be no appointments from other schools during the academic year or of buying out notice periods. This is to allow schools losing faculty proper adequate time and opportunity to plan and find replacements.

(Since some schools have different timelines for the academic year, not sure how we want to tackle that concern.)

We could refrain from posting references of errant teachers on the whatsapp group. But then, how else do we caution others?

Geoff welcomed all, thanked DAIS for hosting the meeting, the snacks, 1st western region meeting in person.

2. 5yr review/ authorisation group

2. Abhimanyu gave a brief update on behalf of Mahesh B

- 1st August 2022, Standards and Practices effective 2020
- Recognition exercise on the IB website will be in place shortly - IB is mapping popular Univs where IB students apply; 850 Universities/35 Indian Univs
- There will be congruency between the national and IB curriculum - mapping of the curriculum NCERT in sync with IB
- By 2023 - 2024, MYP will also receive % equivalent (the way we get for DP)
- 204 IB Schools in India - 127 PYP;

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	<p>52 MYP; 154 DP and 3 CP - Western India itself has 70 with 20 in the pipeline</p> <ul style="list-style-type: none"> - Growth is on - we need to develop a culture of collaboration in the different domains if it is a niche area
<p>3. New Heads support network</p>	<p>3. Geoff shared an update on Association status:</p> <ul style="list-style-type: none"> - Yet to become fully registered - Yet to get PAN Card - Members are yet to receive invoices (INR 15,000/- to become a member and INR 10,000/- annual subscription) - Until we have an administrator, we will all have to help the organisation function well.
<p>4. Collaborative groups set up, 3-4 schools per group</p>	<p>4. Grade boundaries to be changed to go back to pre-pandemic - to maintain IB integrity</p>
<p>5. Minutes to be drafted and agreed</p>	<p>5. Letter from Heads Council - there is no representation; IB seems to have pushed school concerns. This gives a flawed sense of direction</p>
<p>6. Website/ Social Media group established</p>	<p>6. Address by Suman Sethi -</p> <ul style="list-style-type: none"> - Appreciated the discussions that regions are having - How are schools progressing with the Programme Development Plan - As school needs keep changing, how can our school be engaged in developmental practices - this is not something that is led by the Head, all stakeholders must provide inputs to the PDP - Teachers and DPC must own the plan, the Head drives it - Inquiry Action Reflection - Collaborate with other schools - how other schools have envisioned the plans - It is an expectation from IB that schools use the template/tools provided by IB - Response to this - Priorities are on post covid settling down and well-being of students

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<p>7. Contact details for Western Region distributed</p>	<p>7. Since Face to Face sessions are not happening till 2023, and online workshops are not that effective, hence we can share our expertise with each other; from amongst our own body of Heads, we have resources and it will be good if people volunteer to lead sessions:</p> <ul style="list-style-type: none"> - Specific to Heads - 5 year review/eval team - Mentoring support for new Heads - It would be helpful to have a 'speed dial'/phone a friend facility to check out small matters
<p>8. “Thorn in the Eye” of the IB to be discussed at India executive</p>	<p>8. Annual Conference - To help us plan it better, make it more engaging and fruitful, would like inputs:</p> <ul style="list-style-type: none"> - What would you like by way of PD? - A structured formal session on sharing of best practices - Discussions around the challenges and future of Education/IB Schools in India - IB Director General to address - Teacher Agency/Heads Agency - Child Safety - Teacher Referencing - EE Pilot Groups - As a group, what are we doing to make a difference - Working in India - Group 6 - Training for Art, Music, Theatre - From smaller groups to brainstorm on different ideas - Collaboration between Students - Leadership Skills - Just sharing concerns and having conversations as Heads - Student Exchange Programmes (W India/ Pan India) - Bridging the gap before children move into DP - Share important learning from conferences that Heads attend because not everyone can attend (Eg. TAISI) - International Mindedness - CAS - rather than outsource / in source
<p>9. Registration and PAN card</p>	<p>9. Collaboration between few schools - smaller groups</p>
	<p>10. ISSO for Sports</p>

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11. Make the Website and LinkedIn page more vibrant

12. Ethical Practices for Recruitment

- Build the strength of relationship/transparency within this organisation
- An agreement between all school Heads
- Open communication with each other
- Put together a code of practice
- No poaching mid year
- No keeping original documents
- Allow people to move on
- No relieving letter if you don't serve notice period
- Reference should come from the Head of School
- Everyone is facing the same crunch
- Not to encourage 'buy out' period notice
- Geoff to draft an agreement