



Applying to Teach at Dulwich International High School Suzhou

a Guide for Candidates

**DULWICH INTERNATIONAL | SUZHOU |
HIGH SCHOOL**

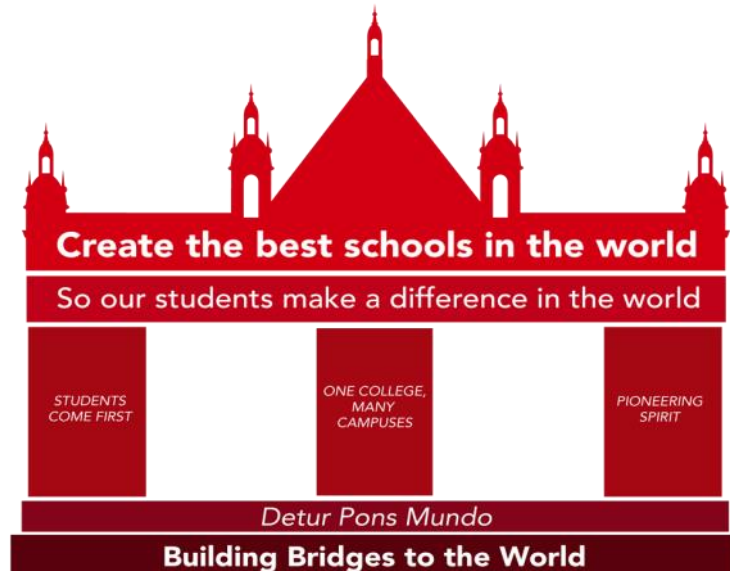
SUZHOU HIGH SCHOOL

德威国际高中, 江苏省苏州中学



College Guiding Statements

Dulwich College International Vision and Purpose



DHSZ Context

Dulwich International High School Suzhou is an academically rigorous senior high school that offers the IGCSE and A-Level qualifications to students who wish to enter universities abroad. Our students are academically ambitious students, usually aged between 14 and 19, who have passed our entrance exams in English, Maths, and Science to gain entry. Most of the students who attend DHSZ are PRC nationals who come to our school from a local middle school after having completed 9 years of compulsory education at local Chinese schools; the remainder come from a variety of types of international schools. For almost all of our students, English is a second language and improving their English fluency and communicative competence is their biggest challenge. All of our students intend to seek admission to highly rated colleges and universities outside China, mainly in the US and the UK.

DHSZ Vision and Mission

Grow in Dulwich, Thrive in Life

Through developing, knowing, and caring for each individual, we enable young people to thrive at university and beyond, so that they make a positive difference in the world.

We achieve this by:

- 1) Offering a broad and balanced curriculum
- 2) Ensuring participation in a rich and varied co-curricular programme
- 3) Attaining outstanding academic results
- 4) Recruiting and retaining qualified, experienced, and supportive teachers
- 5) Providing outstanding opportunities through the Dulwich family of schools
- 6) Ensuring placements at excellent universities around the world
- 7) Fostering students' fluency and confidence in English communication
- 8) Providing a safe and supportive boarding environment

College Guiding Statements

DHSZ Values - the values that distinguish us and we seek to instill in all our community are:

Respect	Members of the DHSZ community will act in a way that shows they have taken into consideration, and have due regard for, other members of the community and their environment
Responsibility	Members of the DHSZ community will demonstrate a conscientious approach to work and a caring attitude towards others whilst understanding that they need to be accountable for their actions
Integrity	Members of the DHSZ community will act with honesty and fairness and remain true to their moral principles and the DHSZ values
International-mindedness	Members of the DHSZ community, whilst taking pride in their own heritage, will seek to understand and respect other cultures and belief systems and realise that accepting diversity makes the world a better place
Confidence	Members of the DHSZ community will develop self-assurance and learn to have faith in their own abilities whilst also understanding that they can learn from others
Creativity	Members of the DHSZ community will learn to be imaginative and innovative and seek to find unique solutions to a range of problems. They will look beyond traditional rules and ideas and apply their knowledge to new situations
Collaboration	Members of the DHSZ community will develop the skills of working together cooperatively to produce an outcome. They will understand that collaboration helps develop insights, ideas and solutions more effectively than working independently
Empathy	Members of the DHSZ community will show a caring attitude towards others and demonstrate the ability to understand and share the feelings of others
Excellence	Members of the DHSZ community will set themselves high expectations and strive to achieve the best possible outcome in all that we do

Our aim for students can be summarized as follows:

To achieve:

- Outstanding exam results
- Fluency and confidence in English
- Excellent presentation and academic writing skills

To do:

- Participate actively in class and during extra-curricular activities
- Contribute positively to the school community
- Develop leadership skills
- Learn and develop through successes, challenges, mistake and failures
- Reflect on own learning and development

To understand:

- That learning is about understanding
- That understanding mean you can transfer your learning into new situations
- Your identity and responsibilities as a global citizen

To be:

- Confident, happy and successful young adults
- Decision makers guided by values and moral integrity

College Guiding Statements

DHSZ Learning Principles

Learning Principles are research-based, practically tested statements that articulate the conditions that foster effective student learning, regardless of subject discipline and age/level of readiness of students.

The DHSZ Learning Principles were developed through a whole-faculty process: researching other schools' Learning Principles, considering current academic research, and forming statements to best fit the context and culture of our own school.

Why do we have them?

These Principles underpin the school's learning and teaching philosophy. They support self and peer reflection of the conditions for successful learning. They allow us to communicate our research-based approach to pedagogy.

Learners feel safe, secure, and supported physically, mentally, and emotionally.

Learners understand the purpose of their learning for the short, medium, and long term.

Learners develop and synthesise new and pre-existing skills, knowledge, and understanding, and apply them to a range of theoretical and practical contexts.

Learners communicate verbally and non-verbally with authenticity and a clear purpose

Learners are appropriately challenged; learning is appropriately scaffolded.

Learners reflect upon personalised, goal-directed feedback which guides meaningful and deliberate practice.

Learners take ownership of their own learning; they reflect, act upon, and are self-directed.

From the Director

I am delighted to introduce you to our outstanding school where students love learning and develop deep understanding. We are a happy and hardworking community of people who are optimistic and ambitious for the future.

We are uncompromising in our commitment to academic standards, personal integrity and the development of a sense of responsibility in a supportive, adult environment. It is our highest priority that our students are academically challenged and that they achieve excellent grades with the expert teaching and the careful support and guidance of our professional and well-qualified teachers. We also ensure that our students develop the high levels of proficiency in English they will need to succeed in their studies.

Apart from the range of academic subjects we offer, we also have an extra-curricular programme that offers students an impressive variety of activities through which to develop their interests and skills. We are committed to the development of our students into responsible, ethical, polite and considerate citizens who are able to make positive and meaningful contributions to their communities and the society in which they will live as adults.

Our students' well-being is very important to us and our pastoral programme is designed to equip our students with good coping strategies and with the social skills they will need to live well in the world outside school. In today's quickly changing world, the characteristics of adaptability; confidence; imaginative problem solving; perseverance and the ability to learn quickly are essential for success.

We have a reputation with prestigious colleges and universities around the world for the excellence of the college and career counselling we offer every one of our students throughout the duration of our programme and we are confident that the knowledge and experience of our college counselling team gives our students a great advantage in securing acceptances to their best-fit university.

In brief, we ensure that our students not only go onto their chosen colleges and universities, but also that they have acquired the life skills and the confidence they will need to be successful and well-adjusted young adults and outstanding scholars when they get to university.

I look forward to welcoming you to Dulwich International High School Suzhou.

Campbell Douglas

Director

Why should *you choose*

Dulwich International High School Suzhou



WE WANT THE PERFECT MATCH IN TERMS OF VISION,
PHILOSOPHY, PRACTICE AND PROFESSIONAL DEVELOPMENT

Dulwich International High School Suzhou (DHSZ) is a young and vibrant school that continues to grow and develop. As a result there are regular opportunities for staff to take on greater responsibilities and gain valuable experience.

Furthermore, DHSZ is part of an international network of schools, with future expansion plans beyond the UK and Asia. All Dulwich schools benefit from reciprocal exchange opportunities, a common ethos, and similar high standards.

A major benefit of joining a network of schools is the excellent opportunities for staff development and exchanges of best practice within the extended Dulwich family. The expansion of the College network will open up a wide range of career opportunities.

We are looking for teaching staff with a sense of adventure, a strong work ethic and an enthusiasm for their profession. If this sounds like you then we would love to hear from you.

Teaching at DHSZ

A LIFE CHANGING EXPERIENCE

Teaching in an international school is a different experience from teaching at home. Many teachers find it a great experience, enabling them to further their career whilst, at the same time, explore different parts of the world. DHSZ is a high-achieving school and high expectations are placed on both students and teachers.

ACADEMIC

The curriculum is based on the English National Curriculum. However, it has been modified to suit the needs of our students. In Years 10 and 11, students undertake IGCSE courses and in Years 12 and 13 students undertake A Level courses. Alongside this are compulsory courses in English, Chinese, Drama, Lifeskills & Physical Education. As is the case in London, Dulwich College is academically selective and admits students only after the academic criteria are met. Teachers at DHSZ find that there is a high academic level amongst the students. They are also pleasantly surprised at the students' willingness to learn and a want to come to school.

EXTRA-CURRICULAR ACTIVITIES

Dulwich College offers all students the option to do ECAs after school, and these are linked to the International Award (Duke of Edinburgh's Award.) Every teacher is responsible for running one of these clubs once per week. Activities vary but are, generally, matched to a teacher's interest. If a teacher has a hobby, interest, or a particular skill, they can propose a club that they would like to run. Most of our teachers find that clubs can be a fun way of interacting with the students, beyond the confines of a classroom setting or under the strict regime of a curriculum.





INTERNATIONAL MINDEDNESS

Working in an international school means that there are many more 'celebrations' of significant events due to the number of nationalities represented within the College's population. The benefit of this is the variation in the nature of the activities and the learning about other countries cultures and customs. There is a great network of parents that assist in all types of College activities. The enthusiasm of parent involvement is something that takes most new teachers by surprise as they are usually very willing to help make all College activities a success.

CLASSROOMS AND FACILITIES

For teachers that have not worked in an international school environment, the class size is usually a very pleasant surprise. The average class size is 24 students in most subjects. All classrooms are equipped with projectors, document cameras and sound systems; teachers are provided with a school laptop.

The school has purpose built Science Laboratories and Art classrooms. There is a black box theatre, dance studio, recital and practice rooms. The sport facilities include a rooftop basketball court, tennis courts, an all-weather sports field and a large multi-purpose gymnasium. There is also shared use of an all grass rugby field, professional FIFA2 all weather football pitch, fitness suite, an athletics field and Aquatics Centre.

AIR QUALITY

There has been a lot of publicity about the levels of air pollution in China. This is actually a problem for many developing and western countries alike. We believe we should provide the optimal learning environment for our students and have therefore made a huge investment to improve indoor air quality throughout The College. There are now fresh filtered air systems in every classroom plus the gym, libraries, aquatics centre and dining halls. No other international school in Suzhou provides a better learning environment for their students with fresh, clean and filtered air in every classroom and common area. Dulwich is leading the way in setting such high standards in this vital area.



Expatriate Teacher Benefits Package

Staff teaching at Dulwich International High School Suzhou should have a degree with teaching certification. We generally require at least two years of relevant teaching experience. Our teachers have on average ten years of experience and we welcome diversity of experience in our faculty.

BENEFITS

DHSZ provides an attractive and competitive remuneration package to the overseas hired expatriate teacher which includes:

- Housing allowance
- Generous airfare allowance between location of employment and home country for the teacher and eligible dependent children and spouse
- Meals & laundry allowance
- Shipping
- Worldwide health insurance for the teacher and eligible dependent children and spouse
- Gratuity - one month base salary from second year of employment
- Tuition fee waived at Dulwich College Suzhou or Dulwich International High School Suzhou for up to 2 eligible dependent children
- Entry visa and work permit for the teacher and eligible dependent children and spouse
- Professional development and career opportunities in the group

PROFESSIONAL DEVELOPMENT

As lifelong learners, academic staff engage in a wide array of research and training that suits both their personal interests as well as the needs of the school. An annual cycle of personal professional development and reflection, in conjunction with a PLD partner, assists teachers in ensuring that there is focus, direction and impact to their PLD. Plenty of opportunities occur for engaging discussion and collaboration on all aspects of education - the teachers' office includes break-out areas and endless amounts of tea to support this. Through an 'open door' policy, learning through informal observation of the practise of others is encouraged.

Inter-departmental focus groups serve as the nexus for research and training within the school. Current foci are Learning dispositions, Embedding English, Assessment for Learning and Technology. These focus groups are designed, through expert tuition and action research, to improve the level of teaching and learning which takes place in the school, whilst also serving as a good platform for cross-departmental collaboration.

Staff are supporting in keeping up to date with the latest trends in pedagogy and subject knowledge through Links within the Dulwich network and external training.

All teachers benefit from a minimum of 24 hours of PLD annually; many staff choose to spend significantly more time than this. Examples of certified extended PLD opportunities include the TESMC course¹ and the CIE educational leadership qualification². At any given time, a number of staff will be involved in postgraduate degrees & certificates.

1 - <https://lexised.com/courses/teaching-esl-students-in-mainstream-classrooms/>

2 - <https://www.cambridgeinternational.org/support-and-training-for-schools/professional-development-qualifications/curriculum/educational-leadership/>

Moving to Suzhou

THE VENICE OF THE EAST

WHAT IS SUZHOU LIKE?

Suzhou is full of canals, stone bridges, pagodas and is famous for its ancient gardens dating back to the Song Dynasty. But it is also a modern city with good roads, rail links, an underground metro system and modern apartments. On the east side of the Old City is the Suzhou Industrial Park (SIP), where DHSZ is located. Despite the name, this area is very green with wide roads and plentiful parks. This area now has 1500 foreign companies, 40 of which are Fortune 500 such as Philips, Siemens, Bosch and Samsung. Most foreigners live in this area of the city where the infrastructure is excellent.

The high speed trains mean Shanghai is only half an hour away and you can get to Beijing in about 5 hours, making it a great location for exploring the rest of China.

THE FOOD AND THE PEOPLE

With its rich history but modern amenities Suzhou is consistently voted one of China's easiest cities to live in. The people are friendly and there is a thriving foreign community, which will help you to feel right at home. As well as trying the local cuisine there are many restaurants and bars serving anything from TexMex and Sushi to Thai and Indian.

Natives speak the local dialect but everyone understands and nearly all speak standard Mandarin too. In Suzhou, you are likely to encounter people that speak a little English, especially in tourist areas and the industrial parks. However, if you can learn a little basic Chinese it will help, particularly getting around using the local taxis, (although simply showing them the characters for your destination via the provided 'taxi cards' also works.)



THE WEATHER

Spring and autumn are beautiful with sunny days and blue sky. Winter generally sets in in November and goes through to April, with temperatures ranging from about fifteen degrees Celsius to zero. May to September are generally hot, reaching around 30-40 degrees. Rainfall occurs throughout the year. It occasionally snows in Winter but this is rare. The apartments and major shopping centres are heated and cooled according to the temperature. Be aware that when you arrive in August it will be very hot and humid and mosquitoes can be a problem at the beginning and end of Summer. Repellant is advised; keeping windows closed and air conditioning on at nights also keeps mosquitoes at bay.

CULTURE

Being so close to Shanghai the people in Suzhou are generally forward-thinking residents. They welcome foreigners living in their city and are eager to learn more about international cultures. They are generally down-to Earth, friendly and helpful. They understand the value of education & hold teachers in very high regard. Some of the less pleasant habits you might come across are spitting in public places, nose blowing without tissues, pushing on public transport and on the pavement (sidewalk) and not queuing in line.



HOUSEHOLD HELP

Many expatriates in China have an ayi (pronounced 'eye-ee'): ladies who either live in or come to your home (anything from a few hours a week to every day) to do laundry, housework, cooking, grocery shopping, childcare, babysitting and pet care, depending on what you want. Rates are very reasonable. Ayis are often found through word-of-mouth recommendations, but you may also find one through discussion pages of expatriate websites, expat supermarkets, and agencies.

MEDICAL CLINICS

Western-style medical facilities with international staffing are available in Suzhou and Shanghai. The nearest clinics to the school are Sing Health Medical Clinic and VIP department of Kowloon Hospital. There is also a Parkway clinic. Shanghai has several private hospitals with many specialists. In an emergency situation or after hours Suzhou has public hospitals. Depending on where you go, you may have to pay upfront or, at a few places, pay a co-payment (20% cash payment) for outpatient visits.

TRAVEL WITHIN CHINA - REMEMBER YOUR PASSPORT

China has a very efficient travel system – with buses, trains, airports. The nearest Airports are Wuxi and Shanghai Hongqiao where you can get many internal flights and flights to Taiwan, Hong Kong and Macau and Japan. You may want to think about when to travel within China as some holidays are very busy i.e Chinese New Year – people travel home to their families. It is also possible to hire drivers and their car or van and travel through China. Trains are a clean and fast way to travel. A train to Shanghai is only 25 minutes. A plane to Wuxi or Hongqiao to Beijing is 1.5 hours.

TRAVELLING FROM CHINA

Once you are here in China and you have your work visa you can travel in and out of China as many times as you like. Popular holiday destinations are Thailand, Malaysia, Vietnam, Cambodia, Mongolia, Bali, The Philippines and Japan. During the winter months in China it is popular to go to a hot destination. Book early as flights and hotels do book out. Chinese New Year is a good time to explore Asia as it a nice break from the long cold winters and less noisy. (The fireworks can be pretty loud over CNY).

THINGS TO DO

As well as the aquatics centre at the school there are public indoor and outdoor pools with some compounds having their own pools. There are public parks, gyms, ten pin bowling, golf and the Suzhou Culture and Arts Centre which hosts a variety of musical and theatrical performance as well as a cinema and IMAX theatre. Suzhou has almost everything, but for an even greater variety of activities Shanghai is within easy reach.



Applications

FOR THE LATEST VACANCIES VISIT

www.dulwich.org

Interested applicants should apply through <https://suzhou-high-school.dulwich.org/careers> sending their CV, a covering letter of application and full details of three referees.

We may request a telephone or Skype interview with long-listed candidates for some positions.

We will automatically request references for all shortlisted candidates.

