

# SISQ Professional Standards



SWISS INTERNATIONAL SCHOOL OF QATAR  
 ÉCOLE SUISSE INTERNATIONALE AU QATAR

The purpose of these Professional Standards:

- To serve as a guiding compass for for all school staff to steer an ethical, caring, and collegial course through their careers at SISQ, while upholding the honor and dignity of their profession
- It guides and protects the professionals in the community by providing a clear set of parameters and foundations for them to engage with each other ethically, respectfully, and productively
- It informs the education community at large and the wider public of the values and expectations we take pride in at SISQ
- It serves as a reference point for the school leadership in exercising its supervisory functions
- It supports learning and care for all within our community

The SISQ professional community agrees to adhere to SISQ Vision and Mission. In addition, we agree to uphold and model the following values (as stated below) that are the foundation of our profession: Integrity, Responsibility, Respect, Care, Collaboration, and Commitment.

INTEGRITY	RESPONSIBILITY	RESPECT	CARE	COLLABORATION	COMMITMENT
<p>We demonstrate Integrity by:</p> <ul style="list-style-type: none"> <li>• being principled and acting with honesty in all aspects of our professional lives</li> <li>• representing ourselves, our professional status, qualifications and experience honestly</li> <li>• developing positive relationships based on professional integrity and judgment, with students, colleagues, parents and others in the school community</li> <li>• avoiding conflict between our professional work and private interests which could negatively impact students, staff or the reputation of the school</li> <li>• always maintaining a professional and appropriate relationship with our students, whether at school, outside of school, or online</li> <li>• being positive role models at all times; in the school and within the community</li> <li>• adhering to MoEHE Private School Code of Ethics and CIS Code of Ethics</li> </ul>	<p>We demonstrate Responsibility by:</p> <ul style="list-style-type: none"> <li>• upholding the reputation and standing of the profession</li> <li>• maintaining high standards of practice in relation to student learning, planning, monitoring, assessing, reporting and providing feedback</li> <li>• working and behaving within the framework of national laws and regulations</li> <li>• complying with agreed school and national policies, procedures and guidelines which aim to promote student education, welfare and child protection</li> <li>• complying with agreed school and national policies, procedures and guidelines which aim to promote welfare and collaboration within staff members</li> <li>• teaching and modeling positive values and encouraging learners and staff to internalize them and appreciate their significance</li> <li>• taking responsibility for our actions and their consequences</li> <li>• ensuring that we do not knowingly access, download or otherwise have in our possession, inappropriate or illicit materials/images in electronic or other formats</li> </ul>	<p>We demonstrate Respect by:</p> <ul style="list-style-type: none"> <li>• working to establish and maintain a culture of mutual trust and respect at SISQ</li> <li>• always maintaining a professional and respectful relationship with our colleagues and the wider school community</li> <li>• being committed to equality and inclusion by respecting and accommodating diversity (i.e. gender, family status, religion, age, disability, race, cultural differences, ethnicity, and socioeconomic status, and any further grounds as may be referenced in equality legislation in the future)</li> <li>• following SISQ guidelines on confidentiality, unless there is a legitimate concern for the wellbeing of an individual (student, staff or the person themselves) or unless legally required to disclose</li> <li>• awareness of time management with respectful consideration towards others time</li> <li>• ensuring that any communication with students, colleagues, parents, and others is appropriate and respectful, including communication via electronic media, such as email, texting and social networking sites</li> <li>• being sensitive to Qatari culture</li> <li>• promoting professional and considerate behavior within the school at all times</li> </ul>	<p>We demonstrate Care by:</p> <ul style="list-style-type: none"> <li>• creating and maintaining a safe, supportive and nurturing environment where students are active in the learning process and develop lifelong learning skills</li> <li>• creating and maintaining a trusting and supportive environment for all members of staff</li> <li>• being caring, fair and committed to the best interests of our students by seeking to motivate, inspire and celebrate effort and success</li> <li>• taking all reasonable steps to ensure the safety and welfare of our students and staff</li> <li>• acknowledging and respecting the uniqueness, individuality and specific needs of students while promoting their holistic development</li> <li>• planning and communicating clear, challenging and achievable expectations ( GLL, head of departments, Vice- Principals, Principals, line managers, and/or head of school).</li> <li>• developing learning, teaching and assessment strategies that support differentiated practices in a way that ensures the learning needs of all students are met with dignity</li> <li>• addressing discrimination, bullying, and stereotyping in order to help create a safe and inclusive school environment</li> <li>• acting to make a positive difference in the lives of others</li> </ul>	<p>We demonstrate Collaboration by:</p> <ul style="list-style-type: none"> <li>• working and communicating in a respectful and collaborative manner with students, parents/guardians, colleagues, and the wider school community</li> <li>• being open and responsive to constructive feedback regarding our professional practice and, if necessary, seeking appropriate support, advice and guidance</li> <li>• engaging with the planning, implementation and evaluation of curriculum at classroom and school level</li> <li>• listening carefully to the perspectives of others and allowing for open and constructive dialogue</li> <li>• mindful of the words and body language used while conversing with others</li> <li>• assuming positive intent in our interactions with students, parents/guardians, colleagues, and the wider school community</li> <li>• adhere to SISQ meeting norms</li> <li>• adhere to all SISQ policies</li> </ul>	<p>We demonstrate Commitment by:</p> <ul style="list-style-type: none"> <li>• considering ourselves lifelong learners, actively engaging in professional development to ensure our pedagogy is current and effective, leading to improved student learning</li> <li>• ensuring we stay abreast of current thinking in learning theory and practice, curriculum development, ethical practice, educational policy and legislation</li> <li>• reflecting on and critically evaluating our professional practices</li> <li>• contributing to the development of an open, supportive, and reflective professional culture</li> <li>• exhibiting a growth mindset that acknowledges the rapidly evolving world we live in and the varying needs of our students</li> <li>• nurturing our curiosity and learning with enthusiasm</li> <li>• being risk-takers, resourceful and resilient in the face of challenges and change</li> <li>• balancing different aspects of our lives—intellectual, physical, and emotional—to promote well-being for ourselves and others</li> <li>• making a contribution to SISQ beyond the classroom</li> <li>• remain abreast of the IB Learner Profile</li> </ul>