

## **IB Teacher Profile (Upper Level) – Johan de Witt Scholengroep**

The Johan de Witt Scholengroep is an IB World School for the Middle Years Programme (MYP) we expect our MYP teaching staff to embody the principles of international-mindedness, academic excellence, and holistic education.

### **Educational Philosophy**

MYP teachers at our school:

- Are committed to the mission and vision of Johan de Witt Scholengroep and the IB philosophy, including the IB Learner Profile.
- Embrace a student-centred and inquiry-based approach that fosters independent, critical, and reflective thinking.
- Create interdisciplinary and intercultural connections across subjects and experiences.
- Recognize that language learning and identity development are integral to academic success and well-being.
- Respect and celebrate diversity, drawing on students' varied cultural and linguistic backgrounds to enhance learning.
- Foster a classroom climate that encourages compassion, integrity, and action aligned with global and local contexts.

### **Teaching Competencies**

MYP teachers at Johan de Witt are expected to:

- Deliver rigorous, concept-based instruction in line with the aims and objectives of each MYP subject guide.
- Model the Approaches to Teaching and Learning (ATL): teaching that is inquiry-based, conceptually driven, contextual, collaborative, and differentiated.
- Use formative and summative assessment effectively to support student learning and progress.
- Engage in vertical and horizontal curriculum articulation to ensure coherence across MYP years.
- Uphold academic integrity and guide students in ethical research and responsible digital citizenship.

### **Professional Qualities**

MYP educators demonstrate:

- Pedagogical leadership and a willingness to innovate, share best practices, and contribute to the school's educational vision.
- Strong collaborative and intercultural communication skills, essential for co-planning and interdisciplinary work.
- Commitment to lifelong learning, including continued professional development through IB-recognized training.
- A growth mindset and capacity for self-reflection and continuous improvement.
- Empathy, a sense of humour, and the ability to build strong relationships with students, families, and colleagues.

- Flexibility and resilience in navigating the complexities of a diverse and evolving school environment.

**Qualifications**

MYP teachers at Johan de Witt Scholengroep:

- Hold a first-degree teaching qualification (eerstegraads bevoegdheid) recognized by Dutch authorities — i.e. master-level teaching license that qualifies them to teach at the upper secondary (havo/vwo) pre-university level.
- Are highly proficient in Dutch and English (C1 or higher, CEFR).
- Are committed to ongoing professional development, including IB workshops and internal training on international education. Have completed, or are willing to complete at least, an IB Category 1 professional development workshop in their subject.
- Demonstrate familiarity with inquiry-based and concept-driven instruction as defined by the IB.
- Additional experience in IB education, coaching, or academic research supervision is highly valued.