Green School Bali
Joining Our Team 2021

Your essential guide to what it means to be a Green School educator - the requirements, opportunities and expectations as part of an exceptional team of teaching professionals.

Green School Bali - A Community of Learners, Making Our World Sustainable.
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Introduction

Members of the Green School Bali team share the intention to make a change in education through individual innovation and collective effort. Everyone goes above and beyond. Everyone gets dirt under their fingernails - literally!

We want a Green School Bali experience to play an impactful part in our team-member’s work.

Entry-level and advancement opportunities are designed to allow our teachers to learn, contribute, leave a legacy and take a set of experiences and skills with you for life. We give everyone the chance to hone their skills, to get creative and to make an impact that is each individual’s story to tell and take to the world.

We are an incubator for educators. We provide a rewarding 3-4 year experience for many and longer-term possibilities for those who discover their home is in Bali, as part of our enduring core team.

We ask a lot of our people, beyond a job description and a normal teaching role. We want to give in return, a fabulous work environment, the opportunity to develop, a comfortable standard of living, a fair set of benefits and to feel safe to be creative and supported to grow.

This is our commitment to Indonesian and expatriate faculty members alike.
**Prerequisites for Employment**

Green School, Bali, a progressive, dynamic PreK-12 school, located in Bali’s lush jungle with a wall-less campus. We attract substantial interest from teachers around the world who wish to join our exceptional team and are passionate about changing education in their own lifetimes.

By Indonesian Governmental law, all expatriate teachers MUST have:

- A teaching (Bachelors) degree.
- At least five years teaching experience.
- Be under 58 years of age.
- Police and child protection background clearance.

Specific roles will call for certain skills and experience. Through the application and interview process these will be reviewed and assessed. But regardless of the particular role requirements, Green School Bali requires teachers who:

- Have experience in integrated (subjects) teaching.
- Can demonstrate program/curriculum development experience.
- Know how to assess learners without standardised tests and scores.
- Can weave skills-based learning into programs and can show evidence of such.
- Are incredibly resourceful, don’t need their hand-held a lot and have high energy levels.
- Volunteer and are community-minded, demonstrating personal commitments and values.
- Has a background full of varied experiences and evidence life-long learning.
- Feels confident alone and stronger together in a team-based approach/culture.
- Are ready for a challenge professionally as well as physically, in the jungle.
- Feel comfortable with a highly engaged parent community.
- Is culturally aware and can give examples of their approach.
- Are open and excited to embrace all that Bali has to offer as an emerging economy and all that goes with that.
- Give us strong examples of personal practices to live more sustainably.

**Educator Levels and Salaries**

**Overview**

The first year at Green School can be a steep learning curve. Regardless of years of experience, qualifications or previously attained teacher levels, everyone starts within a pre-set entry range.

Support is provided to teachers in their first year with us and while we expect a lot, we do not expect them to be activating at the same level as a teacher who has spent some time with us learning, growing, developing relationships and generally contributing at a deeper and broader level.
Entry Level and Beyond

Moving from Entry Level, teachers have the opportunity to move up through a three level system as they get more and more comfortable, efficient and creative. Expectations are made clear for each level, with top tier teachers giving back in ways that are greater than their specialised teaching role. This system aligns with the Green School Bali Hierarchy of Growth and is supported by formal and informal opportunities to develop year on year.

The first year at Green School Bali is a foundational year. It is expected that at the end of a successful first year, an educator would move to the next Tier. This recognises the substantial contributions that can really come to life in year two with the school. Beyond this, educators can move up the salary steps towards Tier 3, Green Educator - those who are able and motivated to take on more and be a ‘teacher of teachers’.

Additional allowances for taking on more responsibility on things that our School holds dear to our hearts are clearly set-out and decided on, on a year-by-year basis.

Standard Allowances and Benefits

Our expatriate faculty receive additional allowances and benefits that aim to offset expenses that they would not normally incur as a teacher in their home country. They also aim to compensate for benefits they may otherwise receive in their home country:

- Housing Allowance
- Tax Allowance
- Meal Allowance
- A portable contribution to retirement benefit
- Health insurance
- Dependant enrolment for up to two children
- Repatriation allowance at end of contract

These allowances and benefits are reviewed and set annually.

The cost of living allowances and benefits (including housing allowances) in International Schools are generally tied to cost of living within the relevant country as well as annual inflation fluctuations. Our benefits allow our team members to live comfortably within the context of Bali life. Bali offers a great range of accommodation, food, transport and general lifestyle options, within which teachers can make choices that meet their needs. From comfortable and more basic, local living through to more expensive options depending on individual priorities.
Program or Project Allowances

Across a school year, depending on the needs relative to our Strategic Plan, there will be positions/responsibilities that faculty may hold - either for a whole school year or for the duration of the particular project (eg. school term). This will provide opportunities to lead components of our learning programs and help the School to ensure important elements of the Green School experience are held year-to-year. Additional allowances (added to salaries) will be available for these positions. These positions may or may not include a reduction in the teaching-load - overall they reflect the additional responsibility being held.

From year to year, faculty members may move in and out of coordinator roles - enabling various teachers the opportunity to broaden their experience and develop skills within a one year rotation. The allowance rates apply regardless of whether the teacher taking on the role is Indonesian or an expatriate faculty member.

Each year, the Green School Executive Committee will decide on the events and artefacts that will form part of our community and learning calendar and will share the processes for these selections.
Professional Development and Reviews

Being a ‘Green School Educator’ means something specific in the world. As a unique school with global recognition, our educators benefit from the school’s reputation and the opportunities to be creative, leave a legacy, have their work shared with the world and make an impact that can be globally recognised.

It is not an expectation that all teachers will necessarily aspire to move progressively through to the top tiers of our educator framework (with the additional expectations that go with this). But, if teachers want to continue to grow and expand within the school, we provide a road map.

At Green School, most of our professional development is ‘in-house’, meaning that we leverage the existing knowledge and expertise found within our community first, as part of our professional development strategy. All teachers are encouraged to give and receive these development opportunities as part of our formal and informal training initiatives each year.

Educators are changed by their experience in Bali, and we can help ensure that change is only for the better. A teacher who has been at Green School for 2-3 years should have a toolkit, portfolio, that they can reflect upon, grow from, and if desired, carry away with them.

Individual, Professional Attribution

Wherever possible, we give individual credit and attribution for unique programs or projects developed and delivered by our teachers. The chance to share with the world via professional video, podcast, TED-style talks, written publications and more are all on offer.
Is This You?

Before you apply, take a moment to think deeply about the following statements and check that they align with who you are, your experience and readiness and willingness to join our team.

❖ Inspires, guide and instills a love of learning and sense of confidence in your students.
❖ Sees each child as a unique human, develops differentiated learning plans and experiences and can track the learning journey for each student.
❖ Has experience with students from many different cultures.
❖ Challenges and supports learners and forges strong positive relationships based on commitment, energy and trust.
❖ Loves to facilitate learning and build skills through a variety of ways, including hands on, real-life learning.
❖ Has a high level of energy, the tenacity to persevere and the ability to improvise and create quickly and creatively.
❖ Thrives on using Information Technology to enrich the learning experience and to make learning management a breeze.
❖ Is a lifetime learner, constantly seeking opportunities to develop personally, and to help better others.
❖ Lives a sustainable lifestyle, loves to be connected with nature, composting, living outdoors and getting dirty.
❖ Has started and/or supported causes to better the world.
❖ Would like to use your passion and craft to create programs, curriculum and change while you are at Green School in-line with the Green School vision.
❖ Thrives when collaborating with colleagues to create creative and integrated learning experiences.
❖ Believes that you learn from peers and experts; a lifelong learner.
❖ Would enjoy engaging with after school activities and participating in Green School Community events and on school committees, as requested.
❖ An exceptional person and an experienced professional who has a Bachelor’s degree, appropriate credential, 5+ years of teaching experience, and is under the age of 60 (all REQUIRED by law), who feels a deep passion and responsibility for helping to change education in their lifetime for the purpose of changing the world.

All qualified candidates are encouraged to apply; Green School Bali respects and encourages diversity and is an equal opportunity working environment. We are a Child Protection School and conducts rigorous background checks before hiring any individual. All positions of employment are dependent on comprehensive criminal and professional background checks. Information on salary packages can be provided on application.

Thank you for your interest in Green School Bali.

If you have any questions, please email joinoureteam@greenschool.org