



Korea  
International  
School



# 2023-24 Teacher Recruitment Catalog

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*Design Your Future*

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# Welcome from the School Director



Korea International School attracts and supports high caliber educators with the qualifications, experience, and mindset to thrive at our dynamic international school. Our strong community ethos creates the conditions where you can inspire not only your learners, but your colleagues too.

This catalog is designed to introduce prospective members of our community to essential information about teaching and learning at KIS. Our intention is to give you an insight to the values we share across our school divisions, and to assure you that as a progressive, forward-thinking learning organization, KIS is committed to helping everyone in our community flourish and grow.

KIS also has a wonderfully talented team of people committed to making your onboarding experience one that exudes a genuine sense of care and belonging. As I prepare to relocate to South Korea and assume my responsibilities as school director at KIS, I understand how it feels to be a new hire. It's always a challenge to change schools, move countries, and immerse yourself in a new culture. However, that's what inspires so many amazing people to forge their careers in international schools – unique challenges that broaden our view of the world and deepen our cultural understanding help define what it means to be an international educator.

I am truly thrilled to join the KIS community and trust the details in this catalog will inspire you to join us too.

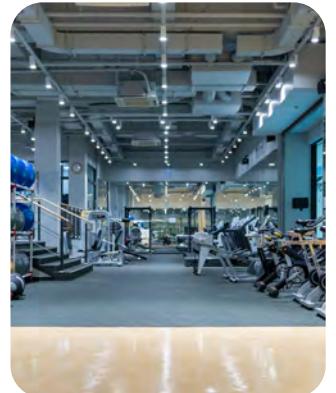
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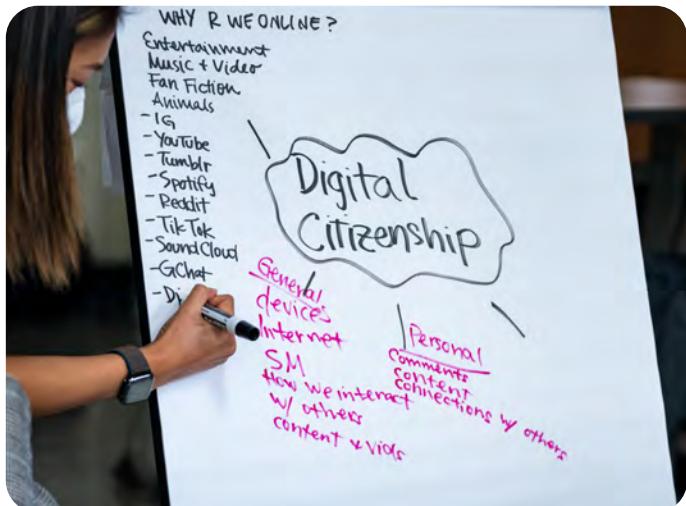
# Campus



Korea International School opened in 2000 as a small K-5 campus in Gangnam. Seoul campus continues to serve around 160 PK-5 students. Pangyo campus serves nearly 1250 PK-12 students. KIS alumni attend prestigious universities around the world.



# About Us



Korea International School provides a PK-12 North American education. Our standards-based curriculum and commitment to applied learning encourages students to connect to their learning. Academic and co-curricular activities create opportunities for students to transfer their knowledge and skills and take healthy risks as they grow.

KIS equips students to apply learning. We celebrate discovery and exploration, understanding that our students engage with an evolving world. We practice critical thinking, creativity, communication, and collaboration. Learning sparks questions, interests, and passions we pursue. The KIS Chronicle shares learning stories with our community. Take a look!

Our school community values the wellbeing of all students, staff, and families. Safeguarding measures ensure each person is safe and welcome at KIS. Staff professional development refines teaching craft. School-home partnerships foster connection and growth. KIS invites you to design your future.



## Mission

To inspire students with a passion for learning and to cultivate the competence, self-assurance, initiative, and creativity necessary for success in the global community.

## Core Values

### OUR CORE VALUES



#### GLOBAL CITIZENSHIP

Understand and value our planet, diverse cultures, communities, and perspectives with compassion



#### INTEGRITY

Choose to be ethical, fair, honest, and responsible citizens who create supportive, inclusive environments



#### ADAPTABILITY

Embrace challenge, transfer knowledge, and apply learning to meaningful contexts



#### BALANCE IN LIFE

Nurture physical, social-emotional, creative, and intellectual wellness



#### EMPOWERMENT

Personalize learning, take positive risks, and lead with confidence

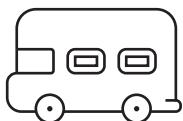
## Safeguarding Statement

At KIS we promote a safe, caring, and nurturing environment that supports the safety and wellbeing of each individual in our diverse school community. We want our students to flourish. We want our students to know they are seen. We listen and respond to the unique perspectives of our students.

Our child-centered safeguarding policies and practices are based on the United Nations Convention on the Rights of the Child. Our core values also inform safeguarding at KIS as we are mindful that our present, positive actions nourish our students' futures. We empower students to understand safeguarding practices and resources through age appropriate lessons.

# Discover Your Seoul

When you join KIS, you are welcomed to the community! We want all staff and their families to experience a smooth transition to Korea and to KIS. Making friendly connections and settling into the community is important to your wellbeing. We start with an email or video call to invite your questions about the move to Korea or your new role at the school.



## City & Transportation

Seoul is a city with layers of character. Explore traditional architecture, art and shopping districts, international streets, cultural sites, and river parks. Safe, reliable public transportation makes travel in the city and throughout the country easy.



## Settle In

When you arrive in Korea, we help you settle into your neighborhood. Part of making a comfortable home is finding new favorite places! A nearby cafe, noodle shop, or park can ease your transition to the country. Korean culture values the outdoors and physical activity. Well maintained paths run along rivers and through parks with playgrounds and exercise equipment. Bike, run, hike, ski, practice yoga, or play a team sport!



## Food Matters!

Traditional Korean food is rice, noodles, soups, kimchi, vegetables, fish, and barbecue. Local markets and small grocers can provide most of your groceries. Larger grocery and department stores offer imported and specialty foods. You can also subscribe to meal kits. Use delivery services to order prepared food, groceries, and dry goods to your apartment.



## Connect!

Throughout the school year, community events connect you with your colleagues. Our social committee is phenomenal, organizing events in and around Seoul to introduce you to new places, traditions, foods, and activities. Your colleagues are happy to offer recommendations too! Join a book club or sport, spend a night playing trivia, go to the mountains or beach for a weekend: find a balance in life that supports your mind and body.

# ELEMENTARY SCHOOL

KIS elementary school has two PK-5 campuses. Seoul campus is in Gangnam and Pangyo campus is south of Seoul. Students from both campuses continue their education at Pangyo campus middle school.



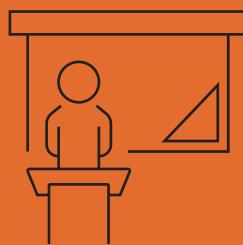
A student-centered approach guides the elementary school curriculum. Our early childhood education program is play-based and conceptual, establishing a foundation of inquiry-based learning. Transdisciplinary units designed by grade level and specialist teachers encourage students to connect to and extend their learning. The location and design of our campuses also facilitate outdoor learning and nature education. Our teachers, student support faculty, and families collaborate to meet student needs.



Morning Meetings build community in the responsive classroom



Curious... the fuel for discovery, inquiry, and learning



## Teachers

At KIS, we have a growth mindset. Our teachers love to learn, collaborate, and experiment as they develop their craft. KIS welcomes and supports new teachers in their transition to Korea. Just as we educate the whole child, we consider the whole teacher when we invite you to join the elementary school. Grade level teams and our teaching and learning coaches provide the resources you need to be successful.

## Social-Emotional Learning

Our focus on the whole child prioritizes social-emotional learning. Elementary school counselors support social-emotional development through age-appropriate lessons and individual or small group sessions. Students benefit personally and academically when they understand how their mind, emotions, and relationships work.



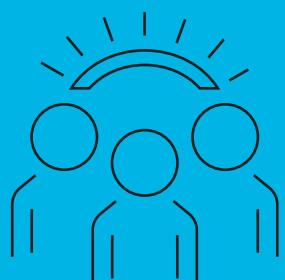
## Co-Curricular Activities

The elementary school offers PK-5 clubs and sports throughout the school year. Sports include soccer, basketball, and cross country, and seasons conclude with a multi-school jamboree. After school activities, such as coding club or forest free play, are sparked by student and teacher interest, reflecting the diversity of passions in our community.



## Community

Students open and close each school day in community with their homeroom class. Morning meetings and closing circles give students and teachers an opportunity to nurture their classroom relationships and environment. Recess is also a time for students to practice social-emotional skills. Teachers observe and respond to the interests and needs of their students.

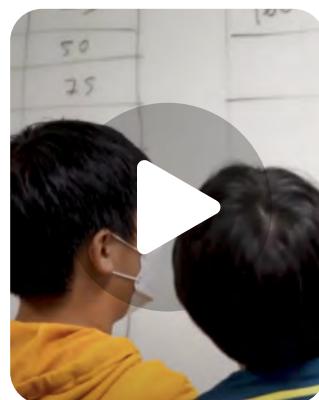


# MIDDLE SCHOOL

KIS middle school creates space for students to explore who they are, connect with others, and build academic and social-emotional skills. Academic courses and co-curricular activities allow students to discover new interests.



We embrace a true middle school! This is a time for students to grow their sense of self, develop independence, and navigate new social dynamics. We appreciate engaging cognitive work and also realize that our students take away more than content knowledge. We want our middle school students to be supported and secure in who they are as learners, confident in their resilience. Growth happens in the middle.



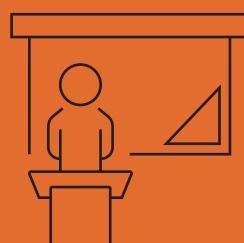
Student Engagement through Rich Tasks



Meditation & Mindfulness

## Teachers

Our middle school teachers engage both academic and social-emotional growth at an important time in student development. We expect teachers to know content and standards and to meet students where they are. The middle school team collaborates within grade levels and departments to support all students. Co-taught classrooms enrich the teaching and learning experience.



## Discover

The middle school wheel is composed of four mini-courses designed to introduce grade six students to elective options. During a single school year, students perform class plays, make and share art, design and build projects in the makerspace, and practice coding. Each course is an opportunity for students to explore their interests – and spark a lasting passion.



## Design Thinking

KIS uses design thinking to develop and refine programs and practices. We teach the process – empathize, define, ideate, prototype, test – to our students too, for application across content areas. Engineering students practice design thinking as they find solutions to needs on campus while humanities students use design thinking to create social issue campaigns that reach their audience. The design thinking process and its inherent reflection builds compassion.



## Community

We want every student to know they are known. Small grade-level advisory groups meet multiple times a week for mini-lessons that support students' health, safety, academic skills, and social-emotional growth. Multigrade house teams meet throughout the year for team building.

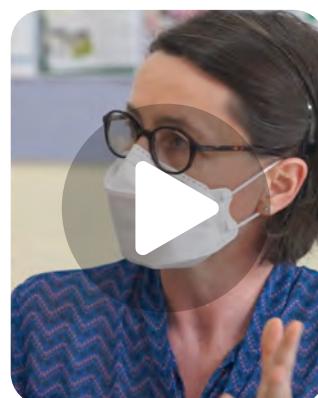


# HIGH SCHOOL

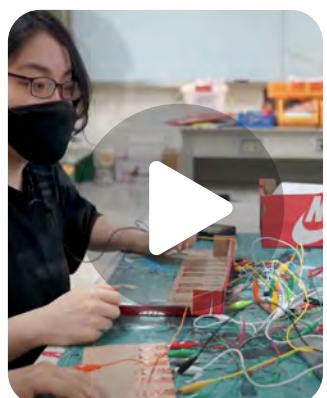
KIS high school empowers students to define success through different academic avenues and co-curricular activities. The high school offers a strong feedback-oriented, standards-based curriculum and AP courses. Applied learning opportunities are integral to student growth.



We encourage high school students to pursue their interests while also guiding them to find community connection. We believe that this age is an excellent time to wonder: how am I impacted by my experiences and how can I contribute to the world around me? Through individualized learning, co-curricular activities, and service initiatives students extend their learning, take risks, and meet needs. Autonomous blocks, co-teaching, and our learning support program ensure students thrive in our safe, collaborative KIS environment.



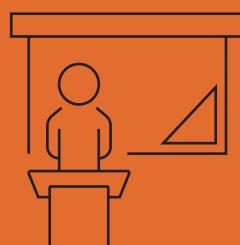
Inspired by student feedback



Adaptive controllers

## Teachers

KIS welcomes initiative. Our high school teachers model design thinking and collaborative problem solving, working in department and grade level teams to support all students. Incoming teachers do not simply join an existing team: you help create the new team. At KIS, your professional partnership creates opportunities for innovation.



## Awareness & Action

KIS encourages awareness of important issues and believes that awareness prompts action. The applied learning team supports response to local and global issues through student-led service initiatives and internships. Teachers partner in this student work and lead grade level experiential education trips within Korea.



## Comprehensive Counseling

KIS supports high school students through a comprehensive counseling program that emphasizes student wellbeing. Counselors guide social-emotional learning, help students identify their interests and strengths, and provide keen perspective through the college application process. Counselors also partner with teachers and families to ensure each student receives the care they need.



## Community

People crave a sense of place and belonging. At KIS, we intentionally cultivate community in classrooms, co-curricular activities, grade-level advisory groups, and student-led clubs. Clear community norms promote a safe environment that welcomes all students.



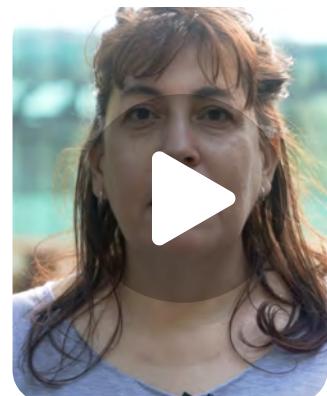
# TEACHING & LEARNING

KIS empowers your professional growth. Our schoolwide goals inform professional development sessions throughout the school year.

Our teaching and learning team provides rich, accessible opportunities for staff to refine their craft. Trained instructional coaches collaborate with teachers and offer resources to strengthen classroom teaching and learning. Edtech coaches also work with teachers to purposefully integrate technology and find solutions to technology questions. The teaching and learning center and edtech office are spaces that invite collaboration and learning.



Connecting at KIS



Story of my name

## Professional Development

We invite consultants to work with teaching teams to meet specific curricular needs and partner with industry experts to support standards-based grading. All staff have online access to a broad range of external professional development and we leverage inhouse expertise to build capacity. KIS also supports your participation and presentation at education conferences too. All staff receive a professional development fund they may apply to professional development pursuits. At KIS, you will learn and teach!

# CO-CURRICULAR ACTIVITIES



The co-curricular experience at KIS invites all students to try something new, develop specific and transferable skills, and form positive peer relationships. KIS offers multiple ways for students to get involved including club activities, arts productions, athletics, and service programs.



Staff make our co-curricular program strong! When you join KIS, you bring important knowledge and skills to the classroom. You also bring unique knowledge and skills that can build a team, spark a new interest, or refine an art. At each division, we invite staff to participate in co-curricular activities, supporting opportunities for our students to explore and grow.



Spring Soccer

## Co-curricular Community

We know students benefit from participation in a co-curricular activity. We know that skills developed through co-curricular activities enhance academic learning. We know that co-curricular relationships enrich our collaborative learning environment. And we are excited to discover how you can contribute to the co-curricular experience at KIS.

# HOUSING

KIS staff with E7 visas are provided housing near their campus. All housing areas are near grocers, restaurants, clinics, pharmacies, parks, and subway stations. Apartments are clean, equipped with essential appliances, and are partially furnished with living, dining, and bedroom furniture. Upon arrival, your apartment is also stocked with basic linens, grocery staples, and kitchenware. The KIS faculty support team handles major apartment maintenance needs.

## Single Teachers

Single Pangyo campus teachers usually live close to Pangyo campus in highrise buildings. Single Seoul campus teachers live close to Seoul campus. Apartment layout is simple but quality. This housing is near the Tancheon River with access to riverside pedestrian and bike paths. A cafe street is also nearby for easy takeaway or relaxed dining.

## Teaching Couples

Teaching couples live in apartment complexes in a comfortable, quiet neighborhood. These two bedroom apartments have great windows. The housing is near a spacious park and a walkable main street.

## Teachers With Non-teaching Partners and Single Parent Families

Teachers with a non-teaching partner and single parent families live in small apartment buildings in a comfortable, quiet neighborhood. The apartment layout is economical. The housing is near a spacious park and a walkable main street.

## Teaching Couples With Children

Teaching couples with children live in apartment complexes in a comfortable, quiet neighborhood. These three bedroom apartments offer a surprising amount of versatility and storage. The housing is near a riverside pedestrian and bike path and a walkable main street.

# Package Details



Contracts for international hires with an E7 visa include:

## Salary

KIS offers a competitive salary and benefits package. Staff are compensated in USD and Korean Won. Starting salary is US \$38,370 + 11,000,000 Korean Won living allowance per year. The highest starting salary is US \$45,570 + 11,000,000 Korean Won living allowance per year and is reserved for teachers with a minimum of ten years of teaching experience at accredited schools.

## Relocation Allowance

New hires receive a shipping allowance and a relocation stipend upon arrival in Korea. KIS also provides an exit shipping allowance to staff after four years of employment at KIS.

## Annual Flight

Staff receive an annual flight allowance based on flights to your home of residence. Teachers with dependents receive an additional flight allowance to cover a portion of travel expenses for family members.

## Tuition

School fees are covered for one child per international staff contract with KIS.

## Apple Devices

KIS provides staff with a school-owned Apple device – MacBook and/or iPad – to support their work while at KIS. The school also provides staff children grades three and above and enrolled at KIS with a school-owned MacBook or iPad.

# Package Details

Contracts for international hires with an E7 visa include:

## Renewal Bonus

After your first successful contract completion, KIS offers a contract renewal bonus. The bonus is based on a one or two year contract renewal.

## Covered Leave

Staff are provided a set amount of sick days and personal days that can be accrued. At the start of your contract with KIS, staff may also choose to participate in our community sick bank leave program.

## Transportation

KIS provides morning and afternoon buses to and from our KIS neighborhoods to reduce our carbon footprint.

## Insurance

KIS offers an international insurance policy with worldwide coverage for employees working on an E7 visa from other countries. Coverage includes medical and dental benefits with coverage for dependent children (age eighteen and under) living with the school employee.

## Life Insurance & Severance/Retirement

KIS staff with E7 visas receive a life insurance policy as well as long term disability insurance. Staff also receive an investment account which accumulates your severance, beginning after your first contract year at KIS, until your chosen departure date from KIS. Candidates aged sixty years and younger also take part in the Korean National Pension scheme.

**Apply to KIS**

