

## GSIS ROLE MODEL POLICY

**Members of a Christian school faculty are expected to live a lifestyle that encourages the spiritual growth and edification of each student. The GSIS Board of Trustees policy manual states:**



### ADHERE TO EXPECTATIONS OF A CHRISTIAN LIFESTYLE

Members of GSIS faculty, staff, employees, and volunteers are expected to live a Christian lifestyle as individuals that encourages spiritual growth and edification of each student.

### ADHERE TO EXPECTATIONS OF CHRISTIAN TEACHERS

Members of GSIS faculty, staff, employees, and volunteers are expected to maintain and integrate the essence and foundation of the school's Christian values in fulfilling the school's mission and educational philosophy.

### MEET PROFESSIONAL QUALIFICATIONS

Members of GSIS faculty, staff, employees, and volunteers are expected to fulfill and pursue academic excellence and Christian conviction in their instructional obligations. They must adhere to the school's mission, education philosophy, policies, and regulations.

### MAINTAIN INVOLVEMENT WITH SPIRITUAL AND COMMUNITY PROGRAMS

Members of GSIS faculty, staff, employees, and volunteers are required to fully support the school's spiritual and community programming to include regular attendance at chapels, the integration of Biblical worldview in the classroom and co-curricular activities, participation in cooperative community worship, participation in school-wide and student community spiritual events that contribute to the spiritual health and well-being of the school community (examples: student retreats, VASE, Night of Worship, Staff Choir, etc.)

### MAINTAIN PROFESSIONAL CONDUCT

Members of GSIS faculty, staff, employees, and volunteers are required to be Christian, loyal to the school, demonstrate respectful interactions that do not disparage others, and conduct themselves in a manner that upholds the school's reputation.

### MAINTAIN ROLE MODEL STANDING

Members of GSIS faculty, staff, employees, and volunteers are expected to be mature role models for the student body and school community by maintaining a manner of dress, appropriate speech, entertainment choices, punctuality, and respect for school property to set an example for students, parents, and peers. They are prohibited from using tobacco products in the local community. They may consume alcoholic beverages in moderation, provided it does not in any way compromise or discredit their role as a professional role model.

### SOCIAL NETWORKING

GSIS expects staff to model appropriate Christian behavior within the immediate community, as well as in extended communities via digital media. At all times and in all media, public or private, staff members should model professional conduct and support of school policies. Professional conduct includes maintaining confidentiality of restricted information until it is officially made public. Misconduct in the use of social media may lead to disciplinary action and/ or termination of service. It is therefore important that GSIS Staff members approach socialization online with the same professionalism expected in the local community.



## GSIS GENERAL EXPECTATIONS FOR TEACHERS



### CONTRACTED DAYS

Teachers are contracted for 190 days which includes 180 instructional days and 10 teacher workdays. New faculty are required to arrive 5 days earlier than returning faculty for new teacher orientation resulting in 195 total workdays. The above dates are subject to change in accordance with the school year calendar or Board approval based on special circumstances.

Administrators and non-teaching faculty with leadership roles are contracted for 200 days, including 180 instructional days, 10 in-service days, and 10 additional workdays (5 before and 5 after the school year). Directors have six extra days (3 before and 3 after the year). The above dates are subject to change in accordance with the school year calendar or Board approval based on special circumstances.

### WORKING DAYS AND HOURS

Full-time teachers are required to be on duty from 7:45 a.m. to 3:30 p.m., Monday through Friday, with exceptions for after-school obligations. All faculty must attend scheduled meetings, professional development, community worship, and department gatherings on Mondays from 3:30 to 5:00 p.m. Secondary teachers are expected to hold office hours until 4:30 p.m. on Thursdays, with flexibility to reschedule with principal approval and communication to students and parents. Part-time faculty adhere to their approved schedules and participate in all required meetings and events. Departure earlier than 3:30 p.m. or arrival after 7:45 a.m. requires prior approval.

### SCHEDULE

Elementary and Secondary divisions operate with a block schedule. Elementary teachers have specials that allow for planning time and grade-level collaboration. Secondary follows an 8-block rotation which requires teachers to teach 6 out of 8 blocks and all teachers are expected to supervise a homeroom.

### 36 HOURS AFTER SCHOOL ACTIVITIES(ASA)/CO & EXTRA-CURRICULAR ACTIVITIES

All full-time and part-time faculty are required to support or lead after-school activities (ASA), Co-Curricular, or Extra-Curricular programs, completing at least 36 hours annually which are non-stipend roles.

### GENERAL EXPECTATIONS FOR FULL - TIME FACULTY

Full-time faculty must attend in-services, meetings, Parent-Teacher Conferences, and committee sessions. They are also expected to participate in school-wide events, such as performances, concerts, athletic competitions, and other designated programs. Faculty are assigned duties based on division:

Secondary Faculty: Rotation of duties like detention and lunch supervision.

Elementary Faculty: Recess, lunch, and bus duties, as well as participation in events like SEW, International Festival, and Field Day.

Other responsibilities, including community and school-wide programs, will be scheduled based on the annual calendar. Faculty may also supervise additional social, fine arts, and athletic activities as opportunities arise.

