
Human Resources

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Staff Participation Policy

6040

Rationale

Clarification for correct procedures of direct communication between teachers, the International Director and the Management Team is needed.

Policy

It is the policy of Stichting AFNORTH International School Brunssum to offer the teaching staff members of the four national sections a possibility to elect an International Staff Council (ISC). The task of the ISC is to provide a forum for consultation and open communication between staff and the International Director and the Management Team on staff affairs of an international character.

Guidelines

- 1 The U.S. elementary school staff, the U.S. middle/high school staff, the Canadian staff, the UK staff and the German staff shall each appoint one authorized representative as a member of the staff council. In addition, each group shall appoint one substitute.
- 2 The members of the council are elected for a period of one school year by the staff of the above mentioned groups. In case a member withdraws from the council, the according group has the right to appoint a substitute for the remaining period.
- 3 The members of the ISC are committed to work together with the Management Team and the International Director on staff related issues of an international character in an appropriate and respectful way.
- 4 The task of the ISC is to provide a forum for consultation and open communication; discussions are not binding or meant to circumvent existing governance structures. Typical items for discussion are e. g. to mediate conflicts between colleagues of different nations or different groups as mentioned under 1, to make proposals to the International Director or Management Team to improve development of the school.
- 5 In case of internal staff issues or management related issues of international character, the members of the ISC will mediate between the involved parties.
- 6 The Management Team and the International Director are obligated to hear the ISC and to work together with the ISC in an appropriate and respectful way.
- 7 The members of the ISC have the right to make an appointment with the International Director at short notice.
- 8 The membership in the ISC is optional. If there are not enough volunteers for the ISC, the International Staff Council will not be constituted.

Review

This policy shall be reviewed in accordance with Policy Development and Review Policy 2010.

Cross Reference
6040 Staff Participation Procedure

Date Approved
05 November 2014

Legal Reference