



ITLS INTERNATIONAL TEACHERS FOR TOMORROW'S SCHOOL

SYSTEM CHANGE AS AN OPPORTUNITY FOR INTERCULTURAL SCHOOL DEVELOPMENT AND MUTUAL LEARNING

Reflection sheet: supportive personal attitudes for the professional re-start of international teachers

Abstract:

The reflection sheet is based on the results of a qualitative study (Hachmeister, 2022, p.47). International teachers, principals and mentors were asked about their experiences with the professional re-start of international teachers at their school. The study showed that the personal preconditions or attitudes listed below are helpful for creating a warm, productive and welcoming climate at school.

The work with this sheet can help you to get clear about your personal position and to get involved in exchanges with other colleagues.

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Type of document: sheet for reflection and exchange

Target groups: mentors, international teachers

Goals: to facilitate reflection and exchanges on your own attitudes

Keywords: reflection, attitudes, welcoming culture

Reflection sheet: supportive personal attitudes for the professional re-start of international teachers

IN A NUTSHELL

| International teachers | Mentors and principals |
|---|---|
| Openness and curiosity, embracing new things | Openness and curiosity, embracing new things |
| Patience, time and commitment | Patience, time and commitment |
| Reflection skills | Creating opportunities for reflection and exchange |
| Willingness to learn and exchange | Tolerance of ambiguity |
| Tolerance of frustration and ambiguity | Allowing room for questions and taking teachers and their questions seriously |
| Seeing themselves as learners, dare to ask questions | Transparency and clear structures |
| Independence | Being a contact person for subject-related and organisational processes at the school |
| Motivation | Clear distribution of tasks between mentors and teachers |
| Ambition and effort | Binding agreements |
| Interest in and involvement in school-related tasks beyond one's own teaching | If required: support for lesson plans and their implementation |
| | If required: support for the international teacher |

Source: Hachmeister, S. (2022). *Zugewanderte Lehrkräfte in der Schule: Potenziale fördern und Herausforderungen begegnen. Eine Handreichung für Schulen. Universität Bielefeld, Bielefeld School of Education (BiSEd)*. <https://doi.org/10.4119/unibi/2962407>

Reflection and exchange:

- How about you? Do these attitudes correspond to your own experience?
- What would you like to achieve with regard to your personal attitudes?
- Which framework conditions do you need to create a good welcoming culture for new (international) teachers at school?