

AMERICAN SCHOOL OF KUWAIT AN INTRODUCTION TO PROSPECTIVE FACULTY

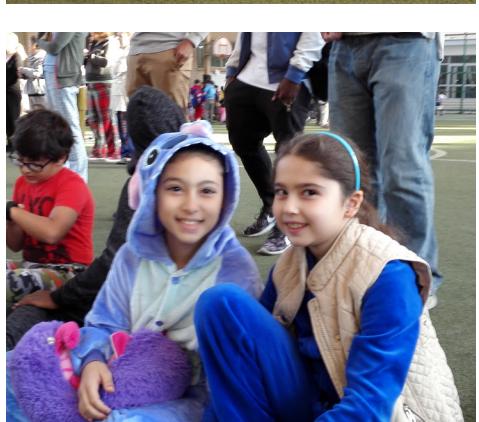




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JOINING THE ASK FACULTY

The American School of Kuwait (ASK) is a dynamic learning environment for both students and teachers. We genuinely believe that quality education is highly dependent on both the recruitment and development of a talented and a vibrant team of teachers. To this end, we place critical importance, and expend considerable energy, on the recruitment of new faculty who are well qualified, passionate, dedicated to their profession, and have a clear understanding of what it means to teach at an American school in an international environment outside their home country.

We appreciate your interest in joining the ASK faculty. We are proud of our rich tradition as the oldest American school in Kuwait with a strong reputation of academic excellence within the international school community. We have wonderful students, motivated to learn and be challenged by caring teachers who can ignite their interests through engaging instruction. We are fully accredited by the Middle States Association of Colleges and Schools (MSA) located in Philadelphia, Pennsylvania.

We have created this booklet to provide you with information about ASK, the country of Kuwait, the living and working experience of our faculty, the salary and benefits, and other points of interest to perspective teachers. We hope this booklet will answer a majority of your questions about working at ASK and life in Kuwait. If you still have any further questions about our school please do not hesitate to contact us for a quick response. The contact information for the school is listed below. Enjoy reading this booklet and best of luck with your job search, we hope you choose ASK!

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FOUNDATIONAL DOCUMENTS GUIDING ASK

ASK's School Mission

The American School of Kuwait inspires life-long learners empowered to excel in American Higher Education and the global community as productive, compassionate citizens.

ASK's School Beliefs

A partnership among families, teachers, and students is essential for successful learning.

Successful students require a safe, supportive, and rigorous learning environment.

Education encompasses the development of the whole individual: academic, aesthetic, creative, social, physical, and emotional.

Learning empowers the individual and expands options throughout life.

Students' active engagement in their own learning is a key to their ongoing success.

The diversity of our school community is one of our greatest assets.

An enriching school experience encourages independent thinking, fosters self-esteem, and builds self-confidence.

Innovative technologies and methodologies support problem-based learning.

Every individual has inherent worth.

ASK's Profile of Graduates

THE IDEAL AMERICAN SCHOOL OF KUWAIT GRADUATE WILL:

Be able to thrive in a higher education setting and find a meaningful role within the learning community.

Be an independent, logical and critical decision maker.

Demonstrate creative problem solving skills.

Work and communicate positively and effectively with others.

Respect and accept others as individuals.

Recognize and respect diverse backgrounds and viewpoints.

Be open-minded and demonstrate intellectual curiosity.

AMERICAN SCHOOL OF KUWAIT:

Setting the Standard for American Education in Kuwait Since 1964.



The American School of Kuwait (ASK) has been established since 1964. ASK's story tells a rich history of perseverance, strong leadership, and the dedication from all members of the organization, past and present, towards the goal of giving our students the highest standards of American education in Kuwait.

The American School of Kuwait welcomed its first group of students in 1964. Beginning in 1963, a group of American parents selected a Board of Trustees for the purpose of establishing an international school patterned authentically after the American school model. During September 1964, the American School of Kuwait began its first official term under the name of the "International School of Kuwait" in a large villa in the Dasman Area of Sharq. A full program for grades kindergarten through twelfth grade was provided for seventy-five students. These initial students came from several different countries. The school's original faculty consisted of sixteen full time teachers and three part time teachers.



In 1969, the school moved to a new location in Surra. These improved facilities offered in the Surra campus led to a significant increase in student enrollment. It was at that time that the school changed its name to the "American School of Kuwait" to better reflect its mission and educational philosophy. Subsequently, the high school received its initial U.S. Accreditation from The Middle States Association of Colleges and Secondary Schools in 1971.

ASK prides itself on offering the best in American curriculum and instruction in the State of Kuwait. The American School of Kuwait has truly come a long way since it was first established. The reason for the school's success is a testament to its strong governance and dedicated administration and teachers throughout the years who have collectively contributed to the school's development. The successes and accomplishments achieved by the American School of Kuwait can be seen in the successful graduates that have come from our school on an annual basis.



LIVING IN KUWAIT



The State of Kuwait is situated along the Arabian Gulf between Republic of Iraq and the Kingdom of Saudi Arabia. It has a total land area slightly smaller than the US State of New Jersey. Its total population as of 2015 was estimated at over 4 million people, which includes a highly diverse non-Kuwaiti immigrant population accounting for more than 69% of residence. Although Arabic is the official language of the country, English is widely spoken by a majority of the population.

As one would expect the summers are hot and dry. The months of May through October tend to be uncomfortably warm. However, from November through April cooler weather prevails. There will be times when a warm jacket will be necessary. All apartments have heat, which can be a welcome relief on cold and windy days in January or February. Rain is infrequent, but bring an umbrella. At least once a year a good thunderstorm is likely.

A large variety of choices present themselves to those involved in the daily life of Kuwait whether it is in shopping, exercising, or socializing. People are often surprised at the vast array of products available and places to go. Perhaps the one thing that Westerners find most difficult is to adjust the weekend to Friday and Saturday rather than Saturday and Sunday. School begins at 7:15 and ends at 2:00 for students. Some shops close in the afternoon until around 4:00 or 5:00 p.m. Most stores stay open until 9:00 or 10:00 in the evening. Traffic can be heavy and congested during peak times in the morning, afternoon, and early evening. During the Holy Month of Ramadan, one of the most important religious events in Islam, school begins at 9:00 and ends at 2:00. Stores also open later but do not close until 11:00 pm. Ramadan ends with EID, a time of celebration and family gathering.

The major source of Western style grocery shopping and products is the Sultan Center, Lulu Hypermarket, and Carrefour. Several of these stores exist throughout the city. You will find a wide variety of American and Western products. Besides the Sultan Centers, several Co-ops are situated in suburban communities for easy access. The Co-ops do not have the variety but they definitely have excel-



lent choices. These shops offer more local items. Most Co-ops are in areas that offer fast food restaurants and a vegetable and fruit market.

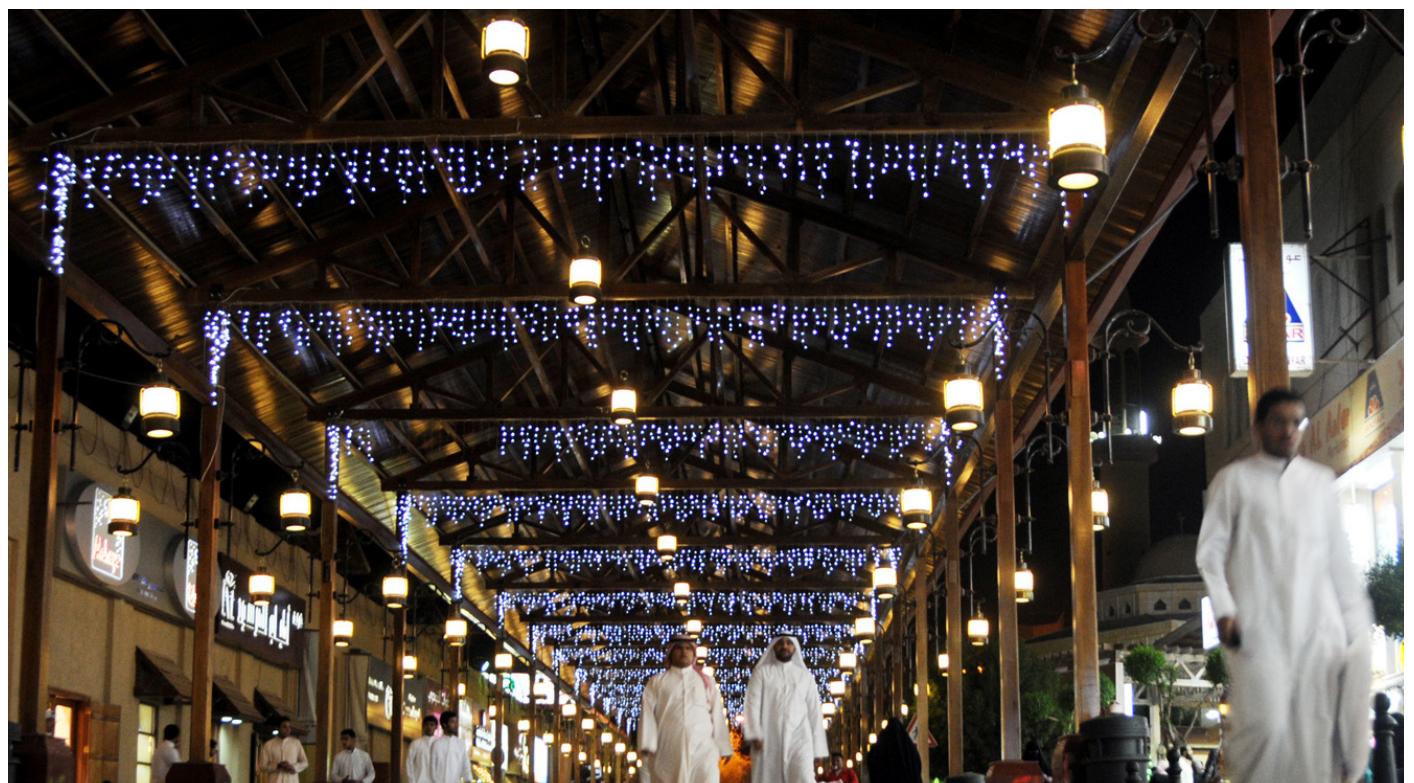
The Middle Eastern concept of fruit and vegetable stores, bread shops, and butcher shops are available also. For convenience, every block or two has its own "Baqalla", which is a tiny shop selling a wide variety of goods. The Old Souk in Kuwait City and the open air Friday market offer traditional items in an old world setting. Carpet shops, which sell carpets from many parts of the Middle East, are found everywhere. These carpets vary from the most practical to the highly expensive.

Modern shopping malls abound in Kuwait. These malls include shops such as The Pottery Barn, Debenhams, MAC, H & M, Levis, Victoria's Secret, the Gap, Bath and Body Works, and even Tiffany's just to name a few. True Value, Ace Hardware, Sears, and IKEA and others are also within easy access. There is very little that one cannot buy in Kuwait. If you can't

People are sometimes shocked to discover that Kuwait has over 50 McDonald's plus many Burger Kings, KFC, Pizza Hut, Dominoes, Baskin Robbins, Chili's, Johnny Rockets, Fridays, Fuddruckers as well as local restaurants. A Chinese take-out can be found minutes away no matter where you live. Fish is plentiful and excellent with a local fish market that sells fresh fish every day. For those with a more sophisticated pallet there is a burgeoning culinary arts scene in Kuwait that has developed in recent years.

Movies theaters are plentiful in Kuwait. Several malls have multi-screens and the latest in American films are available. If you aren't a movie buff, there are other options. Some love to travel in the desert picnicking and camping. Others may be found scuba diving and snorkeling, while others are pounding the pavement with their running companions and exercising at a club. There are book clubs to be joined, coffee to be enjoyed at Starbucks or Costas, or a leisure day to be spent sunning by a pool.

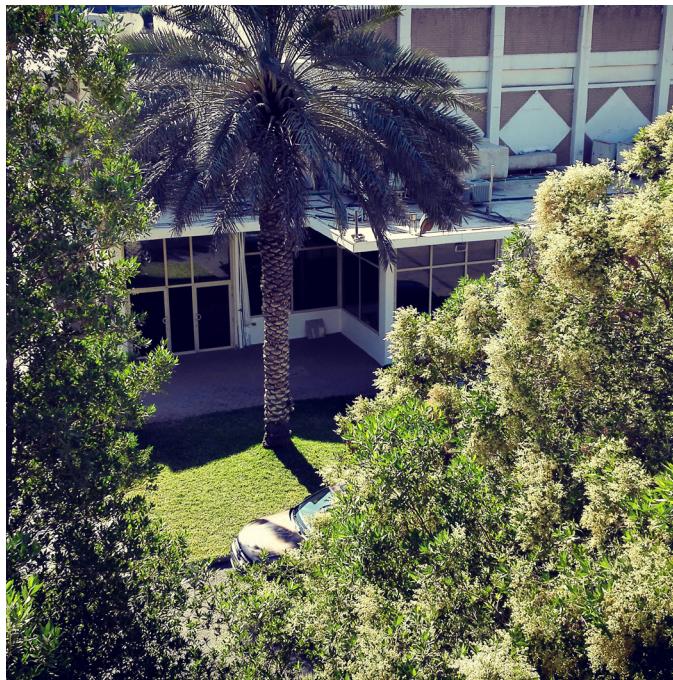
A vast array of clothing is worn in Kuwait. Many Arab men wear the traditional dishdashas and many Arab women choose to wear abayas and the hijab (scarf worn to cover hair), but common Western wear also abounds. It is still considered inappropriate to wear shorts or sleeveless blouses, but, other than that, most all type of dress is accepted. It is important to dress respectfully for the culture in which we live.



AMERICAN SCHOOL OF KUWAIT OVERVIEW

The American School of Kuwait (ASK), founded in 1964, is an independent co-educational college-preparatory school whose curriculum is essentially American and prepares its student body for the higher educational experience found in U.S. colleges and universities.

The American School of Kuwait is privately owned, operates with the approval of the State of Kuwait and is associated with the U.S. State Department through the Office of Overseas Schools. ASK is accredited by the Middle States Association of Colleges and Schools. Its most recent accreditation was completed in the fall of 2012. The school is also formally recognized by the Kuwait Ministry of Private Education, which has equalized the school's diploma with Kuwait's general secondary certificate.



ASK is the designated American school in Kuwait, enrolling students from the U.S. Embassy, U.S. military, and U.S. oil companies. Admissions criteria include satisfactory standing in previously attended schools and grade level scores on the admissions entrance examination and writing sample. Current enrollment (September, 2016) is 2037: (1000, Pre-K-5); (446, 6-8); and (623, 9-12). Of the total, 427 are U.S. citizens, 1089 are host country nationals and 530 are of 60 other nationalities. In the high school there are 163 seniors, 154 juniors, 143 sophomores, and 163 freshmen.

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The curriculum is similar to that of college preparatory schools in the United States. Most graduates attend colleges and universities primarily in North America. The school's testing programs include the PSAT, SAT, ACT, and MAP. The language of instruction is English, and Arabic, French, and Spanish are taught as foreign languages.

Religious instruction is offered for Muslims. The elementary program features specialists in science, art, language, computer studies, music, drama, and physical education. The middle school, which includes sixth through eighth grades, uses a comprehensive curriculum following a rotation schedule. The high school currently offers twenty AP courses. Guidance counselors are employed at each level.



The academic year is divided into two semesters: the first semester begins in early September and ends in January. The second semester begins in late January and ends in early June. Graduation for seniors is in late May or early June. Grades are sent home on a quarterly basis. The school week starts on Sunday and ends on Thursday with Friday and Saturday being the weekend. The school day begins at 7:15 a.m. and ends at 2:00 p.m., at which time co-curricular activities begin.

There are 183 full-time faculty members in the 2016-2017 school year, including 95 American citizens, 31 Canadian citizens, and 57 teachers of fifteen other nationalities.



Students in grades Pre-K-12 may participate in a well-balanced program of activities ranging from ecology to the performing arts. Most sports are offered for both girls and boys on varsity and junior varsity levels. Cultural activities include forensics, theater, and jazz band. The school also offers opportunities to participate in student government, academic games, Model United Nations, and National Honor Society. A co-curricular program of cultural, social, service, and athletic activities in all three schools supplements the core curriculum.

Through its membership in the International School Activities Conference (ISAC) and the Kuwait School Activities Association (KSAA), students in high school and middle school are offered opportunities to interact with students of other international schools in a variety of athletic and academic activities.

In August 1994, the school moved to its current location in Hawalli, Kuwait. This larger campus now houses 145 classrooms including: eight computer labs, four music rooms, four art rooms, ten science labs, two large library/media centers, two gyms; a fitness center and weight room; an indoor 25-meter pool, a large multi-purpose auditorium, and three large outdoor play areas. The school campus boasts some of the best trees in all of Kuwait.



ASK ELEMENTARY SCHOOL

Our Elementary School program is housed in four adjacent buildings, serving students from the Child Development Center (3 year olds) through Grade Five. The Elementary Staff consists of certified and talented teachers predominately from the United States and Canada, supported by instructional assistants, technology support staff, guidance counselors, secretaries, two assistant principals, and one principal.

The elementary school operates following a six-day cycle. The Child Development Center students have half-day programs, whereas, the Kindergarten I and Kindergarten II students remain until 1:00 PM. The instructional program, from KG2 through Grade 5, is an integrated American curriculum, based on the Common Core State Standards. Our students' educational experience is strengthened by special offerings in Arabic, Library, Technology, Science Lab, Art, Reader's Theater, Music, and Physical Education and concludes at 2:00 PM. In the Elementary School, we are committed to developing the "whole" child through a rigorous academic and an empowering social curriculum.

In their homeroom, students are given opportunities to develop the skills necessary to be successful in the global community of the 21st century. Students are asked to apply this knowledge in the classroom and beyond by participating in a range of educational opportunities through field trips, school-wide events, and a variety of after-school activities. We work to ensure that the Elementary School is a safe, secure, and educationally enriching environment for children.

The Elementary Faculty is characterized by compassion and commitment to the education of our children, and through Professional Learning Communities (PLCs), teachers work in teams to meet the emotional, social, and academic needs of every single student. We believe in the intrinsic value of learning and that children learn best when actively applying concepts in real-life situations. We are a community of learners who practice compassion, make a difference, and learn for life.



ASK MIDDLE SCHOOL

The Middle School covers grades 6-8. Our curriculum addresses the intellectual, social, physical and emotional needs of our middle school students who are experiencing a transitional period of growth. Academic expectations at this level differ from those at the elementary and high school levels. In the Middle School students will be challenged to do the very best they can. Our curriculum supports the long term goal of our international students which is to attend a college or university in the United States.



Our teachers are committed to achieving success with students' education. They collaborate on creating and implementing engaging UbDs that align with our Common Core standards and other specified American curricula. Our teachers are given a set CCT(common collaborative time) where they meet regularly with their co-teacher in order to plan, assess and reflect on units, lessons, formatives and summatives

The American School of Kuwait's Middle School faculty consists of certified and talented teachers mainly from the United States and Canada. They are supported by our counselor, technology staff, instructional coaches, secretaries, an assistant principal and principal. Working together, the MS faculty and staff, create a community within the school that is safe and reflective of our ASK mission and core values.



HIGH SCHOOL

The American School of Kuwait High School is committed to our school mission and consistently reinforces the ideals of practicing compassion, making a difference, and learning for life in and out of class. We work to prepare our graduates to thrive in a higher education setting and to be independent, logical, and critical decision makers.

As the American Embassy school of choice, the high school offers a diverse academic and advanced placement curriculum, which includes 21 different AP courses as well as a range of core and elective courses including English, Science, Mathematics, Social Science, Performing and Visual Arts, World Languages, Physical Education, Information Technology, and Religion. Students move through an eight-period schedule that is divided into a four day rotation, with six classes per day. Each class meets for 55 minutes, giving our students time to fully investigate the ideas and information shared.

Our faculty consists of certified and talented teachers from the United States, Canada, England, Kuwait, France, Lebanon, and Mexico and is supported by counselors, technology support staff, instructional coaches, secretaries, an assistant principal, and a principal. This team is committed to deepening student understanding of course content and skills as well as striving to build a community of learners throughout the school.



Our teachers provide varied instructional opportunities within their classrooms to engage students and make learning accessible. Teachers plan together on a regular basis, with time allotted for common planning teams, department teams, and grade-level teams. We are committed to using Best Practices in our instruction, and offer a range of assessments to allow students to demonstrate understanding in multiple ways.

We emphasize rigor in our classrooms and see evidence of this in a variety of ways. Our students are able to transfer knowledge among subjects and are able to analyze, evaluate and synthesize information. They use critical thought to solve real-world problems and see the relevance and application of content to areas outside the classroom. Students are engaged in activities that inspire curiosity and are assessed in varied and authentic ways. Additionally, students take ownership of their learning and teachers assist in showing how all assessment can be used as a tool for learning and reflection in and out of the classroom.

We, the staff, the faculty, and the students of ASK High School, view ourselves as a team who work together to create success, strive together to achieve rigor, reflect together to increase learning, and care together to create a community.

PLANNING, ASSESSMENT, AND GRADING/ REPORTING AT ASK

Planning

Purposefully planning for student instruction is a key strength of our teachers here at ASK. The planning we do makes us more effective in the classroom and helps our students reach their potential as learners. We use four layers of planning to develop our curriculum:

STANDARDS - the latest research-based standards or learning goals developed in the United States by the leading content area organizations have been adopted by ASK. Standards provide the goals that students need to achieve at each level and content area within the school. Examples of the standards we use include the Common Core State Standards for English Language Arts and Mathematics (CCSS), the Next Generation Science Standards (NGSS), American Education Reaches Out for Social Studies (AERO), and the National Core Arts Standards (NCAS).

CURRICULUM MAPS - Curriculum Maps are calendar based plans that form the foundation of a teacher's year or semester long course overview. This is the roadmap teachers use to give them the big picture for the major units of each course and when these units are taught.

UNDERSTANDING BY DESIGN (UBD) - The UbD planner is used as the design template for all units of study that teachers develop. The UbD planner has three main sections that includes Stage 1: Identify Desired Results, Stage 2: Determine Acceptable Evidence, and Stage 3: Plan Learning Experiences. UbD works on the concept of backward design, where teachers set the goals for their students and plan the various ways students show understanding of these goals before the actual individual lessons are developed. A key element to the UbD planner is for each unit to have an authentic performance tasks in order to give students an opportunity to show their understanding of the concepts and skills taught.

LESSON PLANS - Embedded in the UbD planner in Stage 3 is a section for week-by-week summaries of the students' learning experiences. Any further development of daily lesson plans are up to the discretion of our teaching teams and departments based on their needs.



Assessment

The assessment foundations of ASK are grounded on the works of Rick Stiggins and his colleagues at the Assessment Training Institute (ATI). It is our belief that the main purpose of assessment is to improve student learning. We use two broad categories of assessment, formative assessment (assessment for learning) and summative assessment (assessment of learning).

Formative assessment, or assessment for learning, provides students with ongoing feedback to help improve their learning. Formative assessment includes diagnostic assessment, homework, quizzes, small projects, observations etc. Teachers use a variety of strategies to assess students in the formative stages of learning. Students are given opportunities to demonstrate what they know and are able to do, as well as determining what they need to do next in order to improve. Formative assessments are intended to prepare students to do well on their summative assessments.

Summative assessments, or assessments of learning, are given periodically to summarize learning up to a certain point in a unit of study. Summative assessments include tests, projects, performance tasks, presentations, writing, speeches, debate, etc.

Summative assessments allow students to demonstrate their knowledge of our standards in a given subject. So that we can accurately measure learning, it is imperative that students complete all summative assessments in all of their courses. At ASK we do not accept zeroes on summative assessments. The school will take many measures to ensure that students complete their work.



Grading and Reporting

Grades are the means to communicate student achievement to our students, their parents, and the school community. ASK grades are based on predetermined educational standards. Prior to any graded assignment students are given clear expectations on how and what they will be assessed on. The school year at ASK is based on the semester system, with report cards sent home at the end of each quarter. Progress reports are sent mid-quarter to update students and parents on current grades. Conferences are formally held twice a year in the fall and spring. Communication of grades is ongoing at ASK with teachers using various platforms to inform parents of their child's progress as frequently as necessary.

Elementary School Grading and Reporting

Standards-based report cards are sent home after the end of every quarter to all elementary students from Gr. 1 to Gr. 5. Students in our CDC, KG1 and KG2 programs receive a report card at the end of every semester. Evaluation of student progress by teachers is a continuous process. Students are assessed against the ASK standards in all core subjects. Participation, behavior, effort and homework are assessed separately.

In Grades One through Five students are assessed against the criteria in the following:

- 4 - Exceeding the grade level standard.
- 3 - Meeting or excelling at the grade level standard.
- 2 - Working towards the standard.
- 1 - Working below grade level standard.
- NA - Not assessed.

There are two formal opportunities during the year to meet for conferences. The first parent-teacher conference takes place in November and the second, a student-led conference, is held in March. Parents and teachers may request additional conferences throughout the school year to discuss their child's academic or social progress.



Middle/High School Grading and Conferences

All Middle and High School subjects will assess students in two categories:

- 70% Summative - Assessment of Learning
- 30% Formative - Assessment for Learning

The rationale for the 70/30 split in grade percentages is to emphasize the importance of students being assessed based on the results of their attainment of learning goals, while at the same time validating graded formative assignments.

Letter Grades used in the ASK Middle and High School:

- A (90% - 100%)
- B (80% - 89%)
- C (70% - 79%)
- D (60% - 69%)
- F (59% and below)



In January and June, students write semester examinations in Language Arts, Social Studies, Science, Math, Arabic, and Religion. The exams are scheduled for 90 minutes and there are two exams scheduled on each exam day. Each exam includes the material for one semester. These exams count for 20% of the semester grade for grades 7 through 12 and 15% for 6th grade students.

There are two formal conferences schedules each school year in November and March. Consistent communication with students and parents as needed is emphasized at ASK. Teachers always communicate with parents when their students have missed an assignment, when grades have fallen, or for positive reasons such as improved grades or attitude.

PROFESSIONAL LEARNING

Supporting Teacher Growth

Professional Learning Community

The American School of Kuwait is a professional learning community dedicated to the growth and development of our teachers through collaboration. We focus on the work of Rick DuFour and his Solution Tree colleagues to guide us in the development of our professional learning community. Below is further information on PLCs and how they apply to the work of professions in a school environment.

WHAT IS A PROFESSIONAL LEARNING COMMUNITY (PLC)? – An ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. Professional learning communities operate under the assumption that the key to improved learning for students is continuous job-embedded learning for educators. (Rick DuFour)

COLLABORATION DEFINED IN A PLC: A systematic process in which educators work together interdependently to analyze and impact their professional practice in order to improve individual and collective results (DuFour et al., 2010, p. 120).

SIX CHARACTERISTICS OF A PLC:

1. Shared mission (our purpose), vision (clear direction), values (collective commitments), goals (indicators, timelines, targets), all focused on student learning
2. A collaborative culture with a focus on learning
3. Collective inquiry into best practice and current reality
4. Action orientation or “learning by doing”
5. A commitment to continuous improvement
6. A results orientation (DuFour, DuFour, Eaker, & Many 2010; DuFour & Fullan, 2013)

THREE BIG IDEAS OF A PLC:

1. A relentless focus on student learning and a commitment to ongoing job-embedded learning by the adults in the organization
2. The development of a collaborative culture where everyone is part of a high-functioning team that works together interdependently to achieve a common goal while holding one another mutually accountable to commitments and outcomes
3. A results orientation that seeks constant evidence of student learning (data) and then converts these data to information to support the learning of all students and focus the adults’ job-embedded learning (DuFour et al., 2010)



Professional Development

The American School of Kuwait provides teachers with a wide variety of job-embedded professional development opportunities throughout the school year. School initiated professional development is designed to develop our individual teachers in improving their teaching craft and to support ongoing programs at each building-level and school-wide.

Scheduling is designed throughout ASK to provide teachers with time to collaborate and learn from their colleagues during the school day. Teachers' schedules have common collaborative time set-aside for teachers to plan together upcoming units or lessons, review student formative assessments, and learn teaching strategies from one another. There are professional development components at all regularly scheduled faculty and department meetings. Instructional coaches for literacy, math, and technology integration are employed throughout the school to help teachers with their planning, to model lessons, and provide ongoing coaching.

Teachers are provided with 100 Kuwaiti Dinar annually to pursue online courses, purchase educational books, or offset the cost of attending an educational conference. ASK is also a proud member of the Near East South Asia Council of Overseas Schools (NESA) (www.nesacenter.org) with several faculty members attending their conferences and participating in their regional initiatives annually.



Teacher Provided Housing

The housing for ASK employees is comfortable. The school provides beds, dressers, couches, two chairs, a dining room set, and a desk. The teacher buildings (2008) are located in Mahboula and include a large outdoor commons area.

Outside the complex, there are organized trips for shopping, touring a museum, or seeing the Grand Mosque. It is amazing how many weekends are packed with more activities that there is time to attend.

The school, which is a 25 minute drive from the housing, has a fitness center that teachers may use after school and on the weekends. It is well equipped with Cyber machines, free weights, and video equipment in case you have a favorite exercise video. Easy access to the Internet is available with all teachers having a computer in their classroom.

Teachers can join the local sports leagues including rugby and hockey team, while others play basketball several times a week. The Hilton is nearby and many enjoy its facilities and join its health club. Several options for runners to get together in small and large groups are available. A number of current faculty members involve themselves with the Kuwait Little Theatre by either acting or back stage work.

SALARY AND BENEFITS Single Foreign-Hired Teacher

BASE SALARY	9122 KUWAIT DINARS (K.D.)
TEACHING CERTIFICATE	500 K.D.
GRADUATE DEGREE	350 K.D.
EXPERIENCE	60 K.D. PER YEAR UP TO A MAXIMUM OF 10 YEARS
END OF SERVICE AWARD	Monthly Salary is calculated by multiplied 0.5 for years 1-5 of service and multiplied by 1.0 for years of service 6 and above

OTHER CASH BENEFITS

Relocation Allowance (KD 200 Single)

Baggage Allowance to Kuwait (200 K.D single) (receipts required)

Baggage Allowance from Kuwait (200 K.D single) (receipts required + complete 2 years)

Teacher will be reimbursed 35 KD per day for up to any of the first 6 full days of sick leave that remain unused during the year.

Expat Allowance (K.D 300) paid in 2 installments/ yearly.

Every 2 years incentive signing bonus paid in 2 installments.

OTHER EMPLOYMENT BENEFITS

Sick leave per year: 6 days full pay, 6 days- 50% of full pay 6 days- 75% of full pay 6 days – 25% of full pay
Tax-free residency as per IRS publication 54 (USA Taxes only).

Personal leave up to 2 days per year

Furnished maintained housing

Utilities including local telephone services (If Available)

Economy air fare from point of origin to Kuwait (Airline selected by ASK)

Paid summer leave of approximately 69 consecutive days.

Excursion airfare to and from point of origin for summer leave (Airline selected by ASK).

Medical and Hospitalization insurance for self.

Kuwait government health and medical services.

Worker's compensation insurance as per Kuwait's labor law.

Residency fee and processing assistance for 1 dependent child. (EXCEPTION: in case where the contracted teacher is a female teacher with an accompanying male spouse, by Kuwaiti law neither she nor the school may sponsor him for residency. In this case, it will be necessary for the husband to enter and stay in Kuwait on a Visitor's Visa. This will require him to leave Kuwait as each visitor visa expires and reenter the country as a visitor. All costs related to doing this are the responsibility of the teacher.)

Annual professional development of 100 K.D.

Assistance with processing work visa, residency, driving license.

Bereavement leave of 5 days with airline ticket for immediate family.

Up to 4 days leave for attending a recruiting fair for non-returning faculty upon approval of the Superintendent.

Dependent: New born child or an ASK enrolled student or an unemployed spouse less than 60 years old. In all listed cases the dependent must be residing in Kuwait.

SALARY AND BENEFITS Single Foreign-Hired Teacher w/ Dependent

BASE SALARY	9122 KUWAIT DINARS (K.D.)
TEACHING CERTIFICATE	500 K.D.
GRADUATE DEGREE	350 K.D.
EXPERIENCE	60 K.D. PER YEAR UP TO A MAXIMUM OF 10 YEARS
END OF SERVICE AWARD	Monthly Salary is calculated by multiplied 0.5 for years 1-5 of service and multiplied by 1.0 for years of service 6 and above

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OTHER EMPLOYMENT BENEFITS

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Economy air fare from point of origin to Kuwait (Airline selected by ASK)

Paid summer leave of approximately 69 consecutive days.

Excursion airfare to and from point of origin for summer leave (Airline selected by ASK)

Medical and Hospitalization insurance for self and one dependent.

Kuwait government health and medical services.

Worker's compensation insurance as per Kuwait's labor law.

Free Tuition at ASK for one (1) dependent child.

Residency fee and processing assistance for one (1) dependent child. (EXCEPTION: in case where the contracted teacher is a female teacher with an accompanying male spouse, by Kuwaiti law neither she nor the school may sponsor him for residency. In this case, it will be necessary for the husband to enter and stay in Kuwait on a Visitor's Visa. This will require him to leave Kuwait as each visitor visa expires and reenter the country as a visitor. All costs related to doing this are the responsibility of the teacher.)

Annual professional development of 100 K.D.

Assistance with processing work visa, residency, driving license.

Bereavement leave of 5 days with airline ticket for immediate family.

Up to 4 days leave for attending a recruiting fair for non-returning faculty upon approval of the Superintendent.

Dependent: New born child or an ASK enrolled student or an unemployed spouse less than 60 years old.
In all listed cases the dependent must be residing in Kuwait.

SALARY AND BENEFITS Married Foreign-Hired Teachers

SALARY

BASE SALARY	9122 KUWAIT DINARS (K.D.)
TEACHING CERTIFICATE	500 K.D.
GRADUATE DEGREE	350 K.D.
EXPERIENCE	60 K.D. PER YEAR UP TO A MAXIMUM OF 10 YEARS
END OF SERVICE AWARD	Monthly Salary is calculated by multiplied 0.5 for years 1-5 of service and multiplied by 1.0 for years of service 6 and above

OTHER CASH BENEFITS

Relocation Allowance (KD 400 Single)

Baggage Allowance to Kuwait (300 K.D single) (receipts required)

Baggage Allowance from Kuwait (300 K.D single) (receipts required + complete 2 years)

Teacher will be reimbursed 35 KD per day for up to any of the first 6 full days of sick leave that remain unused during the year.

Expat Allowance (K.D 300) paid in 2 installments/ yearly.

Every 2 years incentive signing bonus paid in 2 installments.

OTHER EMPLOYMENT BENEFITS

Sick leave per year: 6 days full pay, 6 days- 50% of full pay 6 days- 75% of full pay 6 days – 25% of full pay

Tax-free residency as per IRS publication 54 (USA Taxes only).

Personal leave up to 2 days per year

Furnished maintained housing

Utilities including local telephone services (If Available)

Economy air fare from point of origin to Kuwait (Airline selected by ASK)

Paid summer leave of approximately 69 consecutive days.

Excursion airfare to and from point of origin for summer leave (Airline selected by ASK)

Medical and Hospitalization insurance for self and one dependent.

Kuwait government health and medical services.

Worker's compensation insurance as per Kuwait's labor law.

Free Tuition at ASK for one (1) dependent child.

Residency fee and processing assistance for one (1) dependent child. (EXCEPTION: in case where the contracted teacher is a female teacher with an accompanying male spouse, by Kuwaiti law neither she nor the school may sponsor him for residency. In this case, it will be necessary for the husband to enter and stay in Kuwait on a Visitor's Visa. This will require him to leave Kuwait as each visitor visa expires and reenter the country as a visitor. All costs related to doing this are the responsibility of the teacher.)

Annual professional development of 100 K.D.

Assistance with processing work visa, residency, driving license.

Bereavement leave of 5 days with airline ticket for immediate family.

Up to 4 days leave for attending a recruiting fair for non-returning faculty upon approval of the Superintendent.

Dependent: New born child or an ASK enrolled student or an unemployed spouse less than 60 years old.
In all listed cases the dependent must be residing in Kuwait.

FREQUENTLY ASKED QUESTIONS

CAN TEACHERS SAVE ANYTHING FROM THEIR SALARY?

Yes most definitely. While this is always dependent on the lifestyle a person lives, many teachers reportedly save over half of their salary.

DOES ASK RECRUIT FAMILIES?

Yes, we actively recruit singles, couples and families.

WHAT SUPPORT IS THERE FOR TEACHER'S DEPENDENTS?

Each individual teacher contract is allowed one dependent whether a non-teaching spouse or a child. ASK will pay for residency costs, health insurance, annual return airfares and ASK tuition costs if applicable.

IS KUWAIT SAFE?

While Kuwait has been constantly in the press in recent years, it remains an extremely safe, peaceful and a US friendly country. The ongoing conflict in Iraq and Palestine/Israel has no real impact on Kuwait nor should it in the future.

WHAT IS IT LIKE FOR WOMEN IN KUWAIT?

While Kuwait is an Islamic country, it has a very Western feel about it. Women do not need to wear conservative Islamic dress and providing they do not dress provocatively they are free to wear what they wish.



CAN WOMEN DRIVE IN KUWAIT?

Yes, most women including Kuwaitis drive.

WHAT IS THE ROAD SYSTEM LIKE?

Roads and freeways are highly developed. Traffic can be very busy and is usually fast.

DO YOU NEED A CAR IN KUWAIT?

We find a majority of teachers do buy cars although the school provides a bus to and from school.

DOES THE SCHOOL SUPPORT PROFESSIONAL DEVELOPMENT?

Yes, we feel really strongly about this and have an annual professional development allowance of approx. \$350 US. The school also supports many other professional development initiatives and activities.

WHAT IS THE PUBLIC TRANSPORT SYSTEM LIKE?

There is a well organized and effective bus service that runs all over the city. Taxis are readily available and reasonably priced.

WHAT IS THE PRICE OF GAS/PETROL?

About 80 cents a US gallon

DO YOU HAVE TO SHARE AN APARTMENT?

No, singles have their own apartment.

CAN YOU PAINT YOUR APARTMENT?

Yes you can. Your apartment will be white or neutral on arrival and can be decorated as you wish with certain stipulations.

WHAT IS THE AVERAGE STAY OF OVERSEAS HIRES AT ASK?

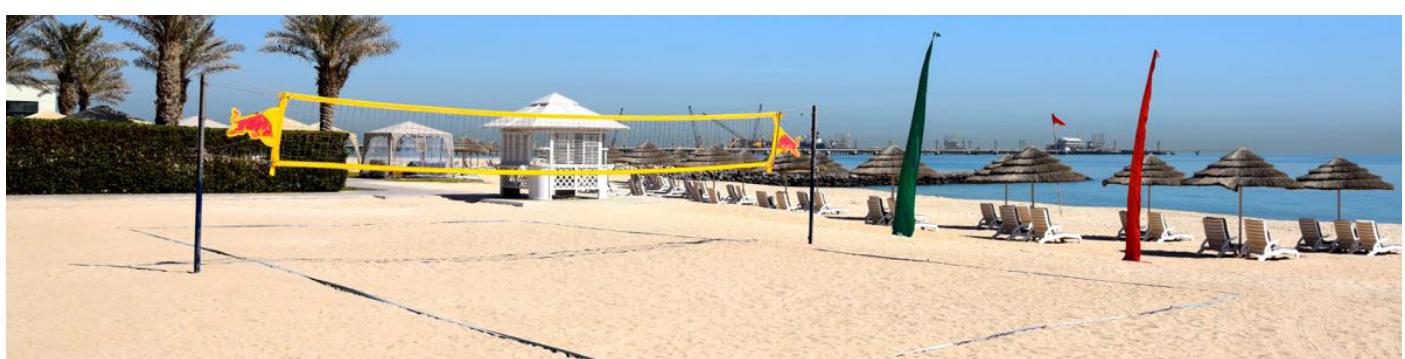
Approximately 4.18 years

CAN YOU PURCHASE WESTERN PRODUCTS?

Yes, there are many products available in electronics, food, and entertainment.

WHAT IS THERE TO DO FOR FUN?

There are a variety of activities. These would include running clubs, reading groups, golf, basketball, and going to the movies and shopping. For students the school provides a vast number of after school activities.



IS IT DIFFICULT TO OBTAIN A VISA FOR VISITOR?

Generally no. Kuwait now allows residents of several countries, including the US, to purchase a Visa when they arrive at the airport. Otherwise, there is a procedure to go through but, normally there is no problem and visitors are welcomed.

ASK APPLICATION PROCESS

Openings for faculty positions at ASK are posted on our website (www.ask.edu.kw), on The International Educator website (www.tieonline.com), and on the data basis for Search Associates, International Schools Services (ISS), University of Northern Iowa (UNI) Overseas Recruiting Fair, Queen's University Teachers' Overseas Recruitment Fair (TORF), and the Global Recruitment Collaborative (GRC). Once you see an opening in your field of teaching, please send your information and questions of inquiry to the Superintendent of ASK using the contact information listed below:

Mrs. Becky Ness, Superintendent
American School of Kuwait
P.O. Box 6735
Hawally, Kuwait 32042
Phone: (+965) 2266-4341
Fax: (+965) 2265-0438
Email: ask@ask.edu.kw

ASK ATTENDS TEACHER RECRUITMENT JOB FAIRS IN NORTH AMERICAN AND ASIA. YOU CAN USUALLY FIND US AT THE FOLLOWING FAIRS:

Global Recruitment Collaborative Job Fair, Dubai, United Arab Emirates (November)
International Schools Services (ISS) Job Fair, Atlanta, Georgia (December)
Search Associates Job Fair, Toronto, Ontario (December)
International Schools Services (ISS) Job Fair, Bangkok, Thailand (January)
Search Associates Job Fair, Bangkok, Thailand (January)
Search Associates Job Fair, Cambridge, Massachusetts (January)
Teachers' Overseas Recruiting Fair, Queen's University, Kingston, Ontario (February)
University of Northern Iowa Overseas Recruiting Fair, Waterloo, Iowa (February)
Search Associates Job Fair, San Francisco, California (February)
International Schools Services (ISS) Job Fair, San Francisco, California (February)

If you have the desire to further develop your teaching craft in a high achieving, supportive, and dynamic school environment then the American School of Kuwait is the place for you. We look forward to hearing from you.

