

POLICY ON LANGUAGE AND DIDACTIC SKILLS FOR GMIT INSTRUCTORS

1. General

GMIT is an English-language medium university with an international curriculum, teaching and research staff, and student body. GMIT educators are committed to continuously developing their language and didactic competences and skills so that they can meet GMIT's quality standards and the expectations of the students. This is a policy for the continuous quality improvement of language and didactic skills, to comply with GMIT Language Policy.

2. Language and Didactic Requirements for Newly Recruited Instructors

2.1. English Language Skill Requirements

- 2.1.1. A C1-level of English is required for all teaching staff at GMIT. This language requirement must be mentioned explicitly in all job advertisements for teaching positions.
- 2.1.2. Applicants for a teaching position need to prove their language ability through one of the following:
 - a TOEFL iBT (min. 90 points) or IELTS (min. Band 6.5) certificate
 - GMIT's English entrance examination
 - Written test and interview conducted by the Language Center (LC).
- 2.1.3. If it is deemed that the selected candidate has satisfactory English skills, but still needs improvement, they can receive further guidance and coaching from LC members, or external training.

2.2. Didactic Skill Requirements

- 2.2.1. Each short-listed candidate is asked to teach a short model class to ascertain their teaching skills.
- 2.2.2. New teaching staff without a didactic background have to obtain didactic training officially recognized by the Mongolian Ministry of Education (or equivalent).
- 2.2.3. Each new teaching staff member is appointed a mentor from the same field who can provide feedback and answer questions relating to teaching methodology and best practices for that subject area.

3. Language and Didactic Continuous Quality Improvement

- 3.1. One-on-one coaching, and online grammar and vocabulary training by LC staff is available to instructors, to continue developing their language and didactic skills.

- 3.2. Didactic workshops are provided by external experts at least once a year to all GMIT teaching staff, on topics of common academic interest.
- 3.3. Language and Didactic skills addressed in module evaluations are reviewed with one's dean for further professional development.
- 3.4. Regular peer-to-peer observations will be organized.
- 3.5. Teaching and learning discussions will be held with colleagues, at both formal and informal levels, to share best practices.