

31st May 2015

Name : **Tom Petty**
Work Period : May 2014 - May 2015



To whom it may concern :

I worked full time as an English teacher at IELC Solo from May 2014 to May 2015. I had taught for eighteen months prior to this in different schools in South East Asia but I can say without question that this has been my most positive teaching experience.

The school is run extremely well with lots of attention to detail (there's even someone to put your books away for you after class!) which allowed me to focus on developing my teaching and deliver the best classes possible. The staff were professional and very easy to get on with. There were workshops every two weeks (unless the lesson timetable was busier than usual – never more than 25 teaching hours

a week) and I was observed and could observe other

teachers regularly. I was also given plenty of support with regard to my career. The students were amazing. I believe this was partly because, on the rare occasions a student did step out of line, Anthony and Nina would take action and if necessary remove them – if a student didn't want to learn at the school then they could come back when they were ready. The classes were also small – never more than fifteen students, usually less – and I found the textbooks very useful, although we were given freedom to use our own ideas. The accommodation was excellent, with three teacher's houses next door to each other on a quiet street two minutes walk from the school. If there were ever any problems with the accommodation then they were quickly dealt with. I am sad to be leaving IELC and have no hesitation in recommending it to anyone.

Yours Sincerely

Tom Petty

31st January 2015

Name : **Yessy Oktarina Hidajat**
Work Period : April 2014 - January 2015



To whom it may concern :

I had the privilege of working in IELC as a full time teacher from April 2014 to January 2015. Prior to this, I had been teaching for six years and had worked in other language schools in Jakarta, Tangerang, Banten and Solo. During my period of employment, I am grateful to have been given the rare opportunity to reevaluate and reassess my teaching style, which otherwise would have easily been overlooked.

Apart from observations, workshops and informal student feedback, IELC regularly requests its private students to fill out a feedback form, which assesses their learning progress. Once a year, they do this to all students studying in groups. Unlike in other schools where, student comments are usually not shared with the teachers, here, we can read what the students say about the school, themselves and the teachers in relation to their learning. Recognizing the students' perspectives was both refreshing and daunting. However, looking back, the students' honest responses were exactly what I needed to reexamine the way I teach. I am also grateful for the support that I received from Nina, who helped me adapt my approaches. Similar procedures that nurture continuous feedback are also put in place in other aspects. Teachers and staff are encouraged to give suggestions. Not used to this approach, I was amazed with how easy it is for the management to implement changes, even in areas where it is usually more inflexible to modification, such as the curriculum. The curriculum is designed to help both teachers and students structure learning. However, for example, if teachers find their class' learning pace really falls behind or goes far ahead of the course, they can easily discuss the problem with the Director of Study to find the best solution for the class.

Founded and run by language teachers who truly understand what is important in creating a positive teaching learning experience, IELC supports its teachers like no other schools. The curriculum, supportive teams and ample teaching resources are designed to minimize administrative work load and allow teachers to focus on preparing for their classes. Consequently, this also benefits the students. It is no wonder that despite the minimum advertising, IELC has become the biggest English language school in the city. It is not rare to find students, teachers and staff alike who have been with the school for many number of years.

I am very sad to leave Solo, all my friends and students at IELC. Working here never felt like work. I am thankful for the opportunity to work with such wonderful people. I have no hesitation in recommending the school to new or experienced teachers who wish to develop their professional skills.

Yours sincerely,

Yessy Oktarina Hidajat

22nd March 2014

Name : **James Broughton**
Work Period : November 2010 - March 2014



To whom it may concern :

I worked at IELC from November 2010 until March 2014. I signed my first one-year contract fully expecting to move on to another South East Asian country after 12 months. Little did I know just how much I would enjoy working at IELC and living in Central Java, Indonesia!

Anthony and Nina are very supportive bosses and if you work hard for them they will work twice as hard for you. I never had any problems with being paid on time or with the accommodation that was provided as part of my contract – in fact they even refurbished the teacher accommodation whilst I was there. Also, the local Indonesian teachers and support staff are all great and very welcoming to new

and old teachers alike.

All of this makes IELC a great place for first-time teachers looking for a good school where they can grow as teachers and individuals in a supportive and friendly environment. If anyone was thinking of moving to an Asian country but was unsure where to go, I would instantly recommend IELC. Java and Indonesia in general are very much still off the travel radar and are relatively undiscovered gems. IELC is perfect as a place to work in and explore Java from. I knew very little about Java or Indonesia when I first arrived but found myself falling in love with the volcanoes, paddy fields and the people. I had to drag myself away!

Yours Sincerely

James Broughton. London, UK

3rd March 2014

Name : **Yasmin Winnet**
Work Period : March 2013 to March 2014



To whom it may concern :

As a completely new teacher, I found the IELC was the ideal place to begin developing my teaching career. The school has a friendly and relaxed atmosphere, and all the staff are with you throughout the day to help you find materials for the lessons. In addition, I found my teaching colleagues were always supportive and ready to guide and motivate me at every stage. Another great thing about my year at IELC was the variety of students and classes that I was able to teach. I had the opportunity to teach not only primary and secondary aged students but also very young learner groups and even mature students and some exam preparation classes. This has helped me greatly not just as a fantastic opportunity to push and expand my

teaching experience, but has also given me better insight into what kind of teaching I would like to focus more on in the future.

My year living in Solo was an extremely peaceful and relaxed one. The accommodation provided is located in the very centre of the old city, just a stones throw from the school and everything from general maintenance, cleaning and even laundry is all taken care of quickly and efficiently by the school. One aspect of the city that continued to fascinate me was the extraordinary contrasts between the extremely historical and traditional and the ultra modern and new that can be found in every part of the city. Within the space of the same few blocks, it is possible to find traditional workshops, crafts and tiny businesses all set in a myriad of magical backstreets and alleys; which then suddenly give way to sparkling malls and restaurants and cafes. My favorite way to see the city is definitely by bicycle either early in the morning or late at night, with many stops to try some local street food or to take sweet iced-Jasmine tea and just watch the city go by...

Although Solo can sometimes be a little quiet in the evenings, for many this came to be a welcome change from a day of buzzing classrooms. Furthermore, with the vibrant hubs of cities like Yogyakarta and even Surabaya just a short train ride away it's a great base for some fantastic weekend getaways.

Yours Sincerely

Yasmin Winnet

26th October 2013

Name : **Byram Abbott**
Work Period : September 2012 - October 2013

To whom it may concern ,

My name is Byram Abbott and I worked at IELC from September 2012 to October 2013. I fully recommend IELC as a potential employer for the inexperienced and seasoned ESL teacher alike. Having taught previously in Poland and elsewhere in Indonesia, I can say without hesitation that IELC was the best experience hands down. Firstly I have to say that both Nina and Anthony were absolutely the best people to work for. Calling either of them “the boss” doesn’t quite sound right. While I worked there I felt like they were both closer to co-workers and friends than employers. And considering the unscrupulous behavior of many privately run English schools, this social dynamic alone made the working environment at IELC a wonderful experience. Both Anthony and Nina were incredibly approachable and extremely helpful. Along with group training sessions for teacher improvement both made themselves available for personal assistance when needed. Outside of school they were tireless in making sure the teachers’ needs (and wants) were met. Anthony personally assisted me in purchasing a motorcycle from a local dealer; something that would be rather daunting to any foreigner, especially if one does not speak Indonesian yet.

While teachers may filter in and out every few years, the staff at IELC does not. There is a rock solid team of women and men there that keeps the school running and the students as well as the teachers happy. Nia in particular is a rare gem. She and the other staff ensure that any materials needed for the day’s classes are made available and are ready to make photocopies and assist in preparing activities (read: cutting, pasting, folding, sorting and collating) related to teaching. I dare say I felt pampered in their presence.

The course loads at the school were never overly onerous. I found I often worked below the contracted weekly hours. Besides, the students young and older were never difficult to deal with. Even my least favorite classes I would be hard pressed to call difficult. While I enjoyed having a variety of both younger, older, beginner to college level classes, there are those teachers who feel more comfortable with a particular range. To this Nina was always very accommodating, so one should never feel like they are struggling to do their job.

The housing provided to the teachers is also top notch. Air conditioning, cable TV, Internet access, daily maid service are all provided. And most importantly, the houses are spotlessly clean. Anyone whose lived in Java or any densely populated city in the tropics knows that vermin are everywhere. And yet in the entire time I lived in the house there I never saw a single cockroach inside, let alone a rat. Wish I could say that about other places I’ve lived in the past.

As for Solo, this is probably the area you should consider most when deciding whether to take a job at IELC. People seem to either love it or hate it. It is not a bustling, cosmopolitan city like Jakarta or even Jogja. So if you're looking to party or go clubbing, maybe it's not the right place. It does however have a lot of western amenities, including several big malls and air-conditioned theaters that play all the newest Hollywood films. Yet if you're looking to experience Javanese culture, you could do no better than to come to Solo as it truly is the heart of Java. Not only can you witness some of the most beautiful music and dance at either of the two Kraton (royal palaces), but if you have the interest, learn to play/perform as well. Getting out of the city and into the cool forested volcanoes that surround Solo is quick and easy, and hitting the beach can be done on the weekends as well (though that's about a four and a half hour ride by motorcycle).

Yours Sincerely

Byram Abbott

5th September 2012

Name : **Johnny Sanchez**
Work Period : March 2010 - September 2012



To whom it may concern :

I worked at IELC as a full-time English language teacher from 2010-2012 and never wanted to leave. The working environment at the school far exceeded my expectations for being in a city in Indonesia and would have exceeded them even if the school was located in a fully developed country. My experiences at IELC were almost always positive. The only negative experiences were struggles in the beginning not understanding the language, but it is easy to pick up and most of the staff know enough English to communicate.

IELC is well run and is located in the center of the city. The school has many resources ranging from grammar books, flash cards, cd players, teacher computers, projector availability, and is well staffed. The teachers are very close and are encouraged to help each other, exchange ideas, and support each other in order to maintain positive feedback from the students and the teachers themselves. The workload for each teacher is fair and reasonable and if there are ever any problems the management addresses you in a professional manner from an objective standpoint.

The students at this school are amazing. They are very well behaved, extremely polite, and have a genuine interest in learning English. However, there are many students who are forced by their parents to learn English but they come regularly, rarely cause problems, and more often than not seem happy to be there. All of the students try hard and make an effort to only speak English in class. There are some teenager classes where students feel that they have more important things to do than learn English, but they aren't difficult to motivate. Most all of the students have great personalities with great senses of humors. This allows for a wonderful teaching experience where there are few disciplinary problems and learning can be integrated with fun exercises and activities.

Management at IELC is absolutely astounding. They truly care about your wellbeing and make a big effort to make you feel comfortable in solo, at the school, in class, at your house, and help with your professional development. They are willing to help with almost anything and are available for any questions, advice, or small talk throughout the day. Management participates in teaching and incorporates all of the teachers for decision making that could affect your experience at IELC. Working with the managing director and director of studies the teachers feel included, are encouraged to voice their opinions and work as a team.

Working at IELC I developed friendships and relationships that I will never forget. I was sad to leave IELC and I plan to keep in contact with the teachers and friends that I met in solo over the past two years. I have no hesitations in recommending this school.

Yours Sincerely

Johnny Sanchez

4th January 2011

Name : **Rowan Castle**
Work Period : January 2010 - January 2011



To whom it may concern :

My name is Rowan Castle and I worked at IELC from January 2010 to January 2011. During my time at the school I was most impressed by the professional and well structured environment. As a new teacher, I feel that I benefited greatly from the help and guidance I received from Anthony and Nina. This consisted of frequent feedback, discussion, teaching workshops and also valuable opportunities to observe lessons. Assessment of my teaching from the students themselves was also very helpful to me as a beginner.

Teachers at the school are assisted by a competent, helpful and highly organized administrative team, which makes lesson planning efficient and enjoyable. This is supported by a wide range of teaching materials, games, textbooks and internet access.

Furthermore, management showed a genuine appreciation for the efforts of all staff members and concern for their welfare. This greatly contributed to a harmonious working atmosphere and team spirit within the organization. Suggestions for improving procedures or the school in general are actively sought from all of the employees. There is a real commitment to continuous improvement at IELC.

The accommodation provided to me during my time at the school was of a good quality, and included satellite television. Broadband internet access was provided as a paid extra, and this was very useful to me. Whenever small problems arise with the house or bills needed to be paid, these issues were dealt with speedily by either the office staff at IELC or Anthony and Nina. Throughout my contract there were never any issues with being paid on time and accurately.

Solo itself is a very pleasant city in which to live. I have had no concerns about my own safety during my time in the city (or Indonesia) and people are very friendly and helpful. Not many tourists seem to visit Solo, but there is a network of expatriates who are very friendly and helpful. The 'Solo Expats Association' is always happy to sign up new members and organizes frequent social and charity events.

In conclusion, working at IELC has been a real privilege and I would not hesitate to recommend the experience to others.

Yours Sincerely

Rowan Castle, BSc (Wales) FRGS

16th October 2010

Name : **Irma Djaya**
Work Period : November 2008 - October 2010



To whom it may concern :

My name is Irma Djaya and I had the opportunity to work at IELC from November 2008 to October 2010. During this time, I was able to develop as a teacher in a supportive and professional environment. I enjoyed coming into work every day as I felt that my work was contributing to something worthwhile.

There is a strong focus on professional development at the school, which attracted me to the position in the first place. As a new teacher, I didn't have much practical teaching experience. At IELC, I received a lot of support from Anthony and Nina and there were plenty of opportunities to learn and grow.

They encouraged me to be independent with my teaching within a clear framework, which is extremely valuable in learning the fundamentals of ESL teaching. The regular student feedback, teaching workshops and the annual performance reviews were extremely useful as they worked together with the teacher and develop a holistic approach to teacher development. This approach really helped me consider my own aims as a language teacher.

The school environment has always been open and professional. The teaching staff is a really nice team who are always supportive of one another. Anthony and Nina are in close communication with the teaching staff thereby ensuring issues in regards to the curriculum and students' progress are dealt with, collectively and efficiently. The staff creates a warm friendly atmosphere at the school. They are extremely competent at their work and really strive for excellence on all levels.

In regards to living in Solo, my experience was a very positive one. IELC provides comfortable accommodation for their teachers, which was in close proximity to the school. I rarely encountered any problems in relation to day-to-day living; I always felt safe in Solo and in Indonesia. My time at IELC was very rewarding. When I was first interviewed for the position, my initial impression was that Anthony and Nina were serious about the school and cared about the welfare of their students, teachers and staff. After 2 years, this opinion has not changed. I have no hesitations recommending IELC.

Yours sincerely,

Irma Djaya B.Sci/B.A (University of Sydney, Australia)

17th January 2010

Name : **Garreth Keating**
Work Period : February 2009 - January 2010



To whom it may concern :

I worked as a full-time English teacher at IELC from February 2009 to January 2010. During this time, I had the opportunity to develop close professional ties with management, administrative staff and teaching staff at IELC. My experience has been a very positive one and I have always been treated in a professional and courteous manner at the school. Perhaps the most distinctive feature of this school has been the openness and approachability of management. Management has always encouraged suggestions and new ideas, and they have always proved open to change. All employees were encouraged to share ideas and experiment with new techniques.

An awareness of professional development was fostered at all times and feedback was constructive and prompt. Resources and advice related to professional development were regularly offered to employees and management were generous with the time and support given to teachers.

In my time at IELC, management have always focused on solutions to problems and have dealt with staff in a professional and calm manner. Issues are always the focus of discussion and personality conflicts are avoided. As the culture discourages expressions of conflict, issues can be resolved in a stress free manner.

The administrative staff provides great support to the teacher and their efficiency lighten the teaching staff's load considerably. At IELC, I have found that I have been able to focus my efforts almost exclusively on teaching and planning classes and developing professionally, with little time spent on administrative duties such as paperwork, consulting with parents or the preparation of assessment.

The staff at IELC has always been good-humored and friendly and is always ready to provide helpful information on students, curriculum or on life outside of the classroom. Staff at all levels of the company try hard to create a friendly working environment.

Work loads have always been appropriate and consistent, and the demands on a teacher's time have been reasonable and fair.

I have no hesitation in recommending IELC to any teacher, staff member or potential business partner.

Yours Sincerely

Garreth Keating MA.Adv.Dip.TESOL