

# Vision International School

*Al Wakrah, Qatar*

**Seeks:** Early Years' Principal, PreK-Grade 1

**Effective:** August 2017

**Application Deadline:** February 15, 2017

**Learn More:** [www.vis.qa](http://www.vis.qa)

## **ABOUT THE SCHOOL**

Vision International School (VIS) is a proprietary school owned by the renowned Almuftah Group, and managed by International Schools Services (ISS). VIS is a separate gender, college preparatory school, located in Al Wakrah – a close suburb of Doha, Qatar – in the Arabian Gulf. Campus construction was completed in 2014 and the school is situated on a modern, spacious and beautiful educational facility.

The brand new campus opened in September 2014, with more than 225 students in grades Pre-K through Grade 8. VIS currently has 550 students enrolled. It's student body represents 26 nationalities with the majority being mostly Qatari nationals. Maximum capacity of 950 students in Pre-K through Grade 12 is expected by the 2019-2020 school year. Classes are co-ed in Pre-K through Kindergarten. From Grades 1 and up, classes are single gender. The school is pursuing membership with the Council of International Schools (CIS), accreditation through the New England Association of Schools and Colleges (NEASC) and offers an American international curriculum along with Arabic language, Qatari History, and Islamic Studies.

## **MISSION AND PHILOSOPHY**

VIS is committed to preparing students for the 21st century by providing an academic environment in which students learn how to creatively solve problems and to learn independently. In addition, students will learn to express themselves through the fine arts, athletics and a wide range of activities and experiences designed to enrich their lives. The school seeks to instill a sense of ethics, care and compassion for others through engagement in community service and global citizenship.

**CAMPUS LOCATION**

The modern purpose-built campus is located in the Ezdan2 neighborhood of Al Wakrah, a very short distance from the Al Wakrah Sports Complex and roundabout. A new hospital is near the campus.

The school facilities include:

- An early childhood section for Pre-K and Kindergarten;
- Separate boys and girls sections in the elementary school for Grades 1-5, and in the middle/high school for Grades 6-11;
- A full size gymnasium, swimming pool, two cafeterias, a well-equipped library, art, science, and music labs and fully air - conditioned settings;

**GOVERNING BOARD**

VIS is owned by the Almuftah Group who owns the English Modern Schools, among other noted projects, in Qatar. Almuftah believes strongly in, and is proud of, its commitment to excellent education in Qatar. Currently Almuftah and VIS school leadership, advised by International Schools Services (ISS), are developing an outstanding, best-practice governance model that ensure the vision and mission of VIS is realized.

**INTERNATIONAL SCHOOLS SERVICES SUPPORT**

Since 1955, ISS has been the nonprofit leader in international education. It provides comprehensive, customized, student-centered services to schools and educators and is committed to creating and supporting world-class schools across the globe that educate students to be thoughtful, imaginative leaders. ISS currently provides a range of services for more than 200 schools worldwide, and annually recruits more than 1,000 teachers to work in international and overseas schools. VIS is the only school in Qatar managed by ISS which is headquartered in Princeton, New Jersey, USA.

For all of its managed schools, ISS regularly convenes school heads – virtually and in person – to address common challenges, share best practices, and to provide targeted leadership development. This expertise and support will ensure that VIS provides a proven, research-based, world-class educational experience for all students and faculty, and leverages a unique network of talent and resources that benefit VIS locally. To learn more about ISS, visit [www.iss.edu](http://www.iss.edu).

## WHAT MAKES US DIFFERENT?

### *A Vision International School Education...*

- Will provide a wide range of experiences and programs that actively engage students and promote their growth intellectually, physically, aesthetically and socially while developing a depth of character that exhibits empathy, a sense of service, moral courage and humility.
- Will spark a passion in every student for learning and to become intensely immersed in their own education as its own reward. This will be accomplished by the provision of student centered learning experiences that are real and relevant to the student and under the guidance of caring, nurturing teachers that recognize each child as a unique individual.
- Will instill global citizenship by celebrating the culture and traditions of Qatar and other countries of the world. By experiencing the world through the eyes of others, and recognizing our similarities and differences, students will become more grounded in their own culture, values and traditions while gaining a broader understanding and appreciation of human diversity.
- Will recognize the unique learning needs of each student and will provide an appropriately rigorous program for all. Differentiated learning will establish expectations that challenge all students to grow beyond their boundaries under the guidance of a teaching faculty that deeply understands the unique educational needs and capabilities of every child.
- Will use technology appropriately as a natural extension to enhance learning opportunities. Students will be exposed to and engaged in the use of technology on a regular basis as a means to expand their classroom experience and provide them new opportunities for self-expression and discovery.



## OUR VISION FOR LEARNING

At **VIS** all students will be provided with a rigorous and relevant educational path to support individual development at the highest levels. This will be accomplished through the experiential, problem-based approach in which we make content and skills standards come to life for students by connecting learning to relevant issues, their specific learning needs, and authentic audiences. Academic content is charged with rigor through the curricular structures of learning expeditions, case studies, projects, fieldwork, engagement with community experts, service learning, and exhibitions of student work.



The elements of our curriculum are approved by the Ministry of Education in Qatar; together they form a curriculum vision and approach that is expeditionary in nature. We apply this approach to immerse students in the culture, history, geography, language, and arts of the host region. We will provide multiple ways for students to express their personal learning style and show what they know and are able to do through authentic assessments coupled with research-based differentiated and individualized instructional practices.

Our foundational theories are consistent with our principles of learning and designed to create independent learners with personal integrity, intellectual character, and interdependent community leadership skills.

These skills are accomplished through integration of the following new Bloom's Taxonomy and strategies:

- The Digital Bloom's Taxonomy for development of sequential higher order and critical thinking
- Constructivist learning theory for all staff and students to provide a safe and respectful learning environment
- Creative and critical thinking for balanced child development across the disciplines
- Developmentally appropriate instruction to provide learning ladders for the early years
- Thinking Maps as the mental construct for organization of learning new material
- Integration of the arts in units of study
- Writing and reading across the content areas
- Vocabulary proficiency in the content areas for career path support
- Career preparation and mentorship opportunities
- Use of technology across the curriculum to support information literacy
- Parents as partners throughout their child's learning experience

#### **FACULTY**

The faculty of VIS are carefully selected from the best available teachers around the world. Annual recruiting trips by the Director will ensure that our faculty is of the highest caliber and demonstrates commitment to, and passion for, fostering global citizenship. We will specifically strive to recruit teachers with prior experience teaching in North American curriculum schools who possess strong interdisciplinary skills and a collaborative style along with the ability to excite students about learning, exploration and discovery. Our teachers will also demonstrate a commitment to life-long learning and global education.



VIS faculty will be committed to ongoing professional development, providing personalized instruction, and presenting a child-centered, stimulating academic program. In addition, they will actively promote the social and emotional well-being of every child in their care. Our school will be a warm, friendly environment for children overseen by a caring, engaged faculty. VIS is committed to providing an organized, ongoing professional development program for its teachers to ensure that up-to-date educational practices are continually made available to the children of VIS.



#### **AFTER SCHOOL ACTIVITIES**

Our robust after-school program is offered for students beginning in KG and above. The after-school program forms an essential part of the holistic education of students and, although optional, all students are encouraged to participate. In addition, there will eventually be a number of interscholastic athletic events with other schools in Qatar.

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#### **POSITION OVERVIEW**

The Early Years Division Principal will have the expertise, energy, and commitment to lead the division in its day-to-day operations as well as its long-term goals. The EY Division Principal reports to the Director and is responsible for the direction of all aspects of the Early Years, including its overall academic and management. She will report to the Director and will have direct responsibility for the management, organization and supervision of all Early Years Divisional school activities.

#### ***The Early Years Division Principal has the responsibility to...***

- Plan and implement strategies for the ongoing growth and development of the Early Years Classrooms and Programs
- Provide strong leadership skills for the development and implementation of Early Years policies, processes, and procedures
- Maintain strong interpersonal skills and the ability to work effectively with all groups in the Early Years and whole school community
- Provide a clear vision, a philosophy of education and a strong academic background that will help the Early Years and its students make the best use of their educational programs
- Lead and manage the development of Early Years facilities and resources
- Assist in the recruitment, retention and inspiration of talented teachers
- Oversee curriculum development and work closely with the Curriculum and Assessment Coordinator
- Communicate effectively and develop support for the Early Years' Division and its programs, which includes promoting the school's mission and beliefs
- Lead the accreditation process with regard to the Early Years Division
- Provide leadership in assessment and development of the Early Years' instructional programs

- Manage the daily operation of the Early Years' educational program and facility
- Establish and maintain academic standards and set the academic vision
- Be a pro-active support for advanced professional study/development for Early Years staff
- Oversee the scheduling of Early Years programming and personnel
- Maintain open and consistent communication
- Act as the key spokesperson for the Early Years academic philosophy, standards and programs.
- Oversee development of annual ordering for the Early Years Division and obtaining approval
- Ensure that sound fiscal practices and efficient and effective allocation of resources
- Ensure that school policies are effectively monitored and enforced
- Provide a safe and orderly climate for learning
- Promote open communication
- Identify and make recommendations for divisional maintenance and facility improvement

#### ***Preferred Qualifications and Experience***

- Degree in Educational Administration
- Demonstrated outstanding leadership qualities
- A proven track record in an international system of education, including extensive prior experience in a leadership position in Early Years classrooms
- Successful work experience in an international community and the ability to address the complex needs of a diverse student population
- A visible, energetic, interactive and approachable leadership style including first-rate interpersonal communication skills
- High expectations and a strong commitment to a student-centered, standards-based education
- The ability to work in a transparent manner in order to build consensus amidst competing interests and viewpoints
- Ability to effectively communicate a sense of vision and shared common purpose, and the desire to lead the school in that direction
- A results-oriented approach with an ability to inspire others to set and achieve desired goals
- A multicultural awareness and a commitment to global understanding
- Experience in, and knowledge of, current educational philosophy and proven programs
- A sound command of current school applications of information technology
- Excellent organizational skills and proven ability to multi-task
- Strong interpersonal skills and the ability to work effectively with all groups in the school community
- Demonstrated team-building skills
- A strong work ethic, energy and commitment
- Unquestionable personal integrity and professional ethics
- Proven ability to participate in, and establish, collaborative structures
- Demonstrated leadership qualities
- Experience in accreditation procedures and organization
- Experience in curriculum reviews, strategic planning, and monitoring of student outcomes

### **SALARY AND BENEFITS**

An initial two year, renewable contract will be offered to the successful candidate. It will be internationally competitive.

### **APPLICATION INSTRUCTIONS**

All candidates who wish to apply for the position are requested to establish a professional file with ISS to facilitate the application process and ensure that credentials are provided in a uniform and consistent manner. Since Vision International School has requested ISS to assist with this search, applicants for this specific position do not need to pay a fee to originate or reactivate their professional file.

**Current ISS candidates:** Send a formal letter of interest specific to this position in **PDF format** to Dr. Beth Pfannl ([bpfannl@iss.edu](mailto:bpfannl@iss.edu)). Your complete ISS dossier will be sent to Dr. Pfannl upon receipt of your letter.

### **Not an active candidate? Follow the steps below:**

- 1) **Send a formal letter of interest** specific to this position in **PDF format** to Dr. Beth Pfannl ([bpfannl@iss.edu](mailto:bpfannl@iss.edu)).
- 2) **Create or update your ISS file**
  - New candidates – <https://www.iss.edu/recruitment/candidate/new-user>
  - Returning candidates - <https://www.iss.edu/recruitment/user/login>

*\*\*Please email Dana Zarrello, administrative candidate assistant, for assistance: [dzarrello@iss.edu](mailto:dzarrello@iss.edu).*
- 3) **Complete online ISS application.** When you reach the Payment Page, find the field labeled “Coupon Code” and type in **WISEYP2016** to waive your membership fee. *Your application will be reviewed by the ISS team to make sure all the necessary information is present. This process can take several days, depending on the time of year.*
- 4) **Begin to build your professional dossier.** Upload supporting documents (certifications, educational philosophy, current resume, and open letters of reference) through your ISS candidate dashboard.
- 5) **File Activation.** Once your confidential reference forms have been received and your file is “active” your file will be made available to Dr. Pfannl and the search committee.

***\*Important Note:*** Applicants are asked to submit their letter of interest and complete all necessary application steps as early as possible, as ISS and VIS reserve the right to close the selection process at any time if an ideal candidate is found.