



INTERNATIONAL SCHOOLS SERVICES

Making a world of difference

ISS Administrative Search Announcement

Head of School 2018

Shekou International School

Shenzhen, China



Overview of School

Established in 1988, Shekou International School (SIS) is Shenzhen's leading school for expatriates and a recognized leader in international education. It is a coeducational privately owned, non-profit school located in the Shekou district of Shenzhen, the People's Republic of China.

The school was established in January 1988 by a joint venture group of oil companies and is now managed solely by International School Services (ISS). Soon after the founding of the school, the sponsoring companies contracted International Schools Services (ISS) to operate the school. The school and the city grew dramatically beyond this original scope in the following years, and in 2004-5 the founders signed SIS over to full ISS governance.

The school's 800 plus students are organized into three divisions: Early Childhood Center (160 students), and Elementary School (420 students), and a Secondary School consisting of a middle and high school (235 students). It serves students in grades Pre-Kindergarten through 12th Grade on two campuses – Mountainside and Parkside buildings, located in the Jing Shan gated residential area and Bayside, adjacent to the Coastal Rose Garden residential area. The language of instruction is English for all classes with the exception of proficiency level Mandarin classes. Additionally, SIS offers the French Bilingual Program in Preschool through Grade 5 where the language of instruction in academic subjects is delivered in French. A German Heritage language program is also offered in the elementary school.

Community Description

SIS is located in the Shekou District of Shenzhen, Guangdong Province, in the People's Republic of China. Shenzhen is home to more than 14 million people. This dynamic and still growing city is the China base for many multinational companies and has become the innovation and technology hub of China. Located in the southwestern corner of Shenzhen, Shekou is a focus of new development in Shenzhen and is home to a vibrant

expatriate community. Shekou is located on the South China Sea and is just a short ferry ride from Hong Kong. Shenzhen is a leading city in China for environmental quality and green innovation.

ISS/Board of Governors

The school is contracted to International Schools Services (ISS) for management services, and the SIS board is appointed by ISS. The board is currently comprised of senior ISS staff and the Head of School. The ISS Asia-Pacific Regional office is housed on the SIS campus.

Accreditation and Affiliations

SIS is an International Baccalaureate (IB) World School that is accredited with the Western Association of Schools and Colleges (WASC) and by the Chinese accreditation board, NCCT. The school is also member of the East Asian Council of Overseas Schools (EARCOS), the Association for the Advancement of International Education (AAIE), and the All-China and Mongolia International School (ACAMIS) organization. The school has been named an Apple Distinguished School by Apple, Inc., and School of the Year 2014-15 by 21st Century Learning International for its internationally recognized program of learning innovation.

Mission & Philosophy

Shekou International School provides a rigorous education in a caring community and inspires our students to become principled, innovative contributors in a transforming world.

The philosophy of Shekou International School is based on the premise that the purpose of education is to enable children and young people to play a full and active role as global citizens. Using the ESLR's (Expected Student Learning Results) as a vehicle, SIS learners are nurtured to become:

- Communicators
- Independent Learners
- Collaborators
- Complex Thinkers
- Global Citizens



Key Features

Students

Shekou International School presently has over 800 students, who come from more than 40 nations around the world. Teachers maintain academic rigor while fostering hands-on learning and individual exploration, thus allowing students to take full advantage of the learning opportunities of the 21st Century.

Faculty and Staff

The school employs nearly 200 outstanding faculty and staff members hailing from 15 different countries. Teachers and administrators are experienced, committed professionals, with 75% holding advanced degrees. The SIS staff is recognized for hard work, intelligence, good will, and a love for children. Classroom teacher/student ratios average 18:1. The student–staff ratio is under 10:1. Teaching faculty are highly qualified in their areas of assignment, including all specialists.

Curriculum

The school offers a standards-based curriculum based on the Common Core learning standards, supported by curricula from other international sources, including the IB Diploma Program and others. The IB Primary Years Program will begin candidacy in the 2017-18 school year. Student-centered approaches are at the heart of how teachers work with each student. A rich professional learning tradition ensures that teachers are constantly receiving training in proven methods to support students and deliver a high standard of instruction. The school offers students a comprehensive experience, including excellent athletic and arts programs. Students consistently perform above their peers on a variety of international tests.

Professional Learning

Professional development is robust and ongoing with a focus on differentiation, implications for EAL learners, and facilitative leadership. SIS incorporates professional learning communities and distributive leadership into its ongoing improvement model. Teacher salaries and benefits are benchmarked to comparable schools in the region and teacher satisfaction with SIS is consistently high.

Facilities

SIS provides modern, technologically advanced facilities for students within safe, green, beautifully landscaped settings. The middle/high school site, Bayside, is situated by the sea, while the preschool and elementary are located within a tree-lined gated community. Students have access to a variety of activity venues beyond the classroom, allowing for their full physical and social development as they grow. Globally recognized technology initiatives give all students full access to the best educational technology for learning in all grades. The newly opened ISS innovation and creativity hub, “Level 5”, is housed on the campus, as is the ISS Asia Pacific Office.





Position Overview

The qualifications for the ideal candidate will include, but are not limited to the following:

- Previous experience as an international school director or senior administrator
- Facility with long term financial and program planning
- Broad knowledge base of best practices in teaching and learning
- Strong understanding of a variety of different curricula
- Familiarity with the intricacies of the accreditation process
- Relevant and current professional development
- Certification in educational leadership
- Strong background in human resources
- Experience in school facility design
- Marketing expertise
- Excellent interpersonal and communication skills

The new leader must be someone who is forward focused, resourceful and resilient when challenges occur. The ability to direct the school's vision and maintain a strong leadership team is essential.

The new Head of School will be recruited and supported by ISS and will work closely with the ISS Asia Pacific staff. The working year will be 215 days.

Application Instructions

Effective date: July 2018

Application Deadline: August 25, 2017 (tentative)

ISS Vice President for Administrative Searches, Dr. Beth Pfannl, will serve as the lead consultant for the Shekou International School Head of School search. She will be assisted by Ms. Dana Zarrello and other members of the ISS staff. The tentative deadline for applications is August 25, 2017, however, the Board reserves the right to conclude the search at any point in the process when a successful candidate is identified.

Semifinalist candidates will be identified by ISS and their dossiers will be forwarded to the school. All candidates for this position must have a current ISS profile to ensure that credentials are provided in a uniform and consistent manner. **There is no fee associated with this application.**

Steps to apply: Follow the instructions below to create your quick ISS administrative profile

Current ISS candidates:

- 1) Draft a formal letter of interest (cover letter) specific to this position
- 2) Save the letter in **PDF format**
- 3) Submit via email to Dr. Beth Pfannl (bpfannl@iss.edu) and Dana Zarrello (dzarrello@iss.edu).
- 4) ***Please **only** submit the required letter, all supplementary materials should be uploaded to your online documents portfolio via your ISS dashboard
- 5) Upon receipt of your letter, you will be recorded as a candidate and your ISS file will be sent to Dr. Pfannl

New & Returning ISS candidates:

- 1) Complete the steps above to submit your formal letter of interest
- 2) Await application instructions via email

ALL Candidates:

This search requires that (at minimum) the following materials be uploaded to your ISS online portfolio: Educational Philosophy/Leadership Style and Current CV/Resume (under 2 pages).

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