



INTERNATIONAL
SCHOOLS SERVICES

Making a world of difference

Head of School
Ambatovy International School
Tapakala Village, Madagascar

Deadline: Friday, November 2, 2018

Overview



Ambatovy International School (AIS) is co-educational and open to resident expat and senior national managers' dependents. The school is managed by International Schools Services (ISS), based in Princeton, New Jersey. AIS offers an international curriculum taught in English with strong components of French language and Malagasy culture. The Head of School will work closely with all stakeholder groups including Ambatovy management to maintain the schools' accreditation, ensure smooth operation and continue to develop the program.

Mission

Ambatovy International School capitalizes on the multi-cultural as well as the intimate nature of its learning community and, within a supportive and inspiring environment, empowers every student to maximize his/ her potential to successfully contribute to our global society.

Governance

Governance responsibilities rest with the Ambatovy Human Resources Department. Educational management services are contracted through International Schools Services (ISS). All parents are members of the School Committee, which serves as an advisory group to the head of school. Parents volunteer support through the AIS Activity Committee.

Campus & Facilities

The school is a purpose-built facility within the Ambatovy management housing village of Tapakala. Six classrooms are assigned for grade level groupings; there are also dedicated French, music/art, and library classrooms. There is a small eating facility for students who live offsite. In addition, there are outdoor play spaces for gross motor skill development: soccer field, covered play area and play equipment. A connected sport hall is used for physical education classes, performances, and community events. The housing village also includes a medical clinic.



The School

AFTER-SCHOOL ACTIVITIES

After-school activities capitalize on the interests of students and teachers; three seven-week sessions are offered throughout the school year. Recent examples include robotics, painting, singing, board games, yoga, publications, soccer, basketball, tennis, construction, puppetry, student service and leadership team, Malagasy, arts and crafts.

SCHOOL CALENDAR

The school calendar is spread over 180 days of instruction from early-August through mid-June.



STUDENTS

The school serves dependents of a multi-national nickel-mining project, the Ambatovy Project, located in Toamasina, Madagascar. As of October 2017, approximately forty-five students are enrolled in multi-grade classes that range in size from six to thirteen. Students represent the countries of Australia, Belgium, Bulgaria, Canada, Democratic Republic of Congo, France, Indonesia, Japan, Madagascar, Mali, Senegal, South Africa, South Korea, Tunisia and the UK. Almost all students are English language learners. AIS celebrated its first graduation in June 2014.

INSTRUCTIONAL PROGRAM

The instructional program represents an international curriculum taught in English, complemented by French language and Malagasy culture. Focused support is provided in context for learners who are not academically proficient in English. Multi-grade groupings serve the small student population within two divisions: Lower School—PreK & Kindergarten; Grades 1 & 2; Grades 3 & 4; and Upper School—Grades 5 & 6; Grades 7 & 8; and Grades 9-12. The groupings are flexible and do change dependent on the numbers and needs of students in any given year.



In grades PK- 8 students receive grade level appropriate content in the core areas of language arts and math and follow a two-year rotational curriculum for science and social studies. Students at the high school level are enrolled in accredited courses through K12 International Academy, an online learning program; onsite teachers provide academic and pastoral guidance and support.



ACCREDITATION AND AFFILIATIONS

AIS earned full Middle States Accreditation in 2016 during only its fourth year of operation. AIS is additionally a member of the Association of International Schools in Africa and is an ISS Managed School.

TEACHER EMPLOYMENT

Teachers are employed by DMSA (Dynatec Madagascar Société Anonyme) in support of the project. Teachers live either in the management housing village or in the nearby operations camp. Both sites have extensive recreational facilities.

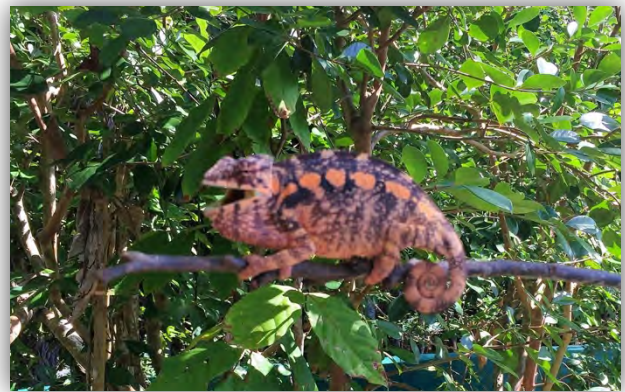
PROFESSIONAL DEVELOPMENT

Annual goals set the priorities for professional development activities as well as community focus. Professional development has occurred in-house with internationally recognized consultants on topics in support of instructional needs and the school's development as well as through AISA conference attendance. Teachers are eligible for some tuition reimbursement.

Location

Madagascar is a developing country that gained independence in 1960. There are three official languages: Malagasy, French, and English. The culture is a mix of Asian and African. The school is located on the housing compound of the Ambatovy Corporation's facility on the outskirts of Toamasina, which is Madagascar's largest port with an estimated population of a million. Its location is within a tropical rainforest zone where temperatures are relatively constant in the 24-30C/ 75- 86F range. September through November mark the drier season, while February through April are the wetter months. Goods offered at French and South African retail chains are balanced by those found in the local markets.

The seasons are mainly divided into two main periods: the rainy season from November to March and the dry season from April to October. Learn more about the weather in Madagascar [here!](#)



Position Overview

The AIS Head of School is responsible for the development, management, and administration of the school under the direction of ISS and Ambatovy HR Department. The Head of School, as a member of the Educational Team, will play the key role in the success and quality of the



international educational program. S/he must be aware and respectful of differences in ethnicity, culture, religion and race among students, staff, and families and promote a culture of inclusion. As s/he will work in an international environment, the importance of this point is a critical element in the success of Ambatovy's managers' staffing plans. The Head of School will have to ensure that the education program will attract and maintain resident expat and senior national managers' dependents on site.

To best support the school, the successful candidate must:

- Support the school's Mission and Philosophy;
- Ensure a safe, respectful, and positive learning and teaching environment;
- Organize the daily operation of the school;
- Oversee school wide and external assessment practices (MAP, SAT, AP, PSAT);
- Initiate and oversee the continuous process of the school wide curriculum and program development as well as enrollment growth;
- Successfully represent and promote the school in a positive manner to all members of the school and the wider community;
- Work constructively with parents, students, staff, and the wider community;
- Supervise and evaluate teachers and support staff;
- Provide professional growth opportunities for teachers and support staff;
- Provide maximum opportunity for teachers' involvement in matters that directly impact their professional responsibilities;
- Pursue professional development opportunities that relate to his or her responsibilities;
- Maintain systematic contact and report on school issues to ISS, Ambatovy HR Director, and the School Committee;
- Manage the process of accreditation, re-accreditation, and interim visits from international and national accrediting agencies;
- With ISS and Ambatovy HR Director, determine school staffing needs, hire (and/or oversee the hiring of) school staff to address the school needs;
- Recommend and review educational material orders necessary to develop and implement the school program;
- Develop, with Ambatovy HR Director and ISS, the school budget;
- Implement existing school policies, and oversee the development of new policies, procedures and rules when necessary;
- Periodically review admission procedures;
- Maintain appropriate student, staff, and school records;
- When appropriate, resolve conflicts among those involved in the life of the school;



- Ensure student and teacher orientation materials reflect the institution;
- Implement a program of afterschool activities;
- Inspire the parents to form an auxiliary organization in support of the school;
- Monitor student-achievement and performance through class observations, individual interviews, and school wide and external assessments.

REQUIRED CHARACTERISTICS

- Master's degree;
- Minimum two years leadership role in an international school;
- Administrative certification;
- Proven successful leadership in building professional and school communities;
- Commitment to excellence and the ability to inspire others to excellence;
- Experience with school finance, administration, facilities, curriculum, staff recruitment and retention;
- Able to manage complexities of multi-grade structure PK- 12 program with fluctuations in enrollment;
- Ability to support diversity in building school culture;
- Excellent written and oral communication skills;
- Knowledge of international curriculum;
- Excellent interpersonal skills;
- Able to build partnerships with all stakeholders in the school community;
- Knowledge of best instructional practice;
- Reflective practitioner;
- Collaborative leadership style, team builder.

ESSENTIAL QUALITIES

- Demonstrated commitment to children and to providing the highest level of educational service to each student in the school;
- Able to build professional partnerships with all stakeholders in the school community;
- Remain focused and positive when setbacks occur;
- Able to model and articulate the school's Mission and Philosophy;
- Ability to inspire trust and confidence;
- Ability to support diversity in building school culture;
- Flexibility and adaptability;
- Robust health, abundant energy, and a sense of humor.



PREFERRED QUALIFICATIONS

- Bilingual (French and English);
- Experience living and working in a developing country;
- Experience with accreditation protocols.

Application Instructions

Effective date: July 2019

Application Deadline: Friday, November 2, 2018

ISS Vice President Administrative Searches & Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for the Ambatovy International School Head of School search. She will be assisted by Ms. Ashley Wotowey and other members of the ISS staff. The tentative deadline for applications is Friday, November 2, 2018. However, ISS and the AIS Search Committee reserves the right to conclude the search at any point in the process when a successful candidate is identified.

Please send a formal letter of interest (cover letter) specific to this position no longer than two pages, along with your CV, both in PDF format to bpfannl@iss.edu and copy awotowey@iss.edu.

You will be contacted by Ashley Wotowey regarding the next steps to follow for consideration. Semifinalist candidates will be identified by ISS and their dossiers will be forwarded to the search committee.

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