

## Leadership Search



## Elementary School Principal Asociación Escuelas Lincoln American International School

*Buenos Aires, Argentina*

Application Deadline: November 22, 2019

Start Date: July 2020

ISS is pleased to conduct this full search.

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## Introduction

Asociación Escuelas Lincoln American International School is a private, coeducational day school which offers an academic program from Preschool (age 4) through Grade 12 for students of all nationalities (49 this year). The School was founded in 1936, as a nonprofit organization, governed by a 12-member Board of Governors. It is officially recognized by the Argentine Provincial Ministry of Education and is tax-exempt under Argentine law. The school is accredited by the New England Association of Colleges and Schools (NEASC) as well as the International Baccalaureate (IBO).

## Mission, Vision, & Core Values

### Mission

An education to the highest US accreditation standards, focused on academic excellence and developing confident, ethical world citizens.

### Vision

At Lincoln, we inspire the next generation of creative and critical thinkers, dedicated to a life of integrity, nurtured in an environment where young people enter to learn and leave to serve.

### Core Values

Our community is at its best when we:

- Balance seriousness of purpose with a joyful pursuit of learning
- Inspire globally minded citizens
- Find strength in bilingualism and cultural diversity
- Value respect and honesty
- Promote socially responsible action
- Create opportunities for individual growth and reflection
- Strive for resiliency and compassion
- Place inquiry at the center of our learning
- Celebrate and welcome differing world views
- Care of each other and our environment



## The School

### Academic Program & Curriculum

Subjects offered include Language Arts, Math, Science, Social Studies from K4 through G12, and are based on U.S. standards, such as the Common Core standards. The national program is accredited by the Argentine system from Kindergarten to Grade 12. The International Baccalaureate (IB) diploma is offered as optional. Spanish is taught in all grade levels. Portuguese is taught as a foreign language in High School. Instruction is also given in Art, Choir, Band, Drama, Film Animation, Yearbook/publications, Physical Education, and digital applications. There is a strong counseling program in each division, as well as a college counseling program in the High School. Attention to physical, social and emotional well-being is important throughout the School. The School offers a



Learning Support program, and students with special needs are accepted, depending on the School's ability to adequately meet those special needs. There is extensive support for English-for-language-learners (ELL), with specialist staff dedicated to this work. Amongst the extracurricular activities offered are tennis, jazz, soccer, swimming, Taekwondo, volleyball and basketball. The School also offers local and international sport trips as well as curricular field trips. Most of the graduates go on to colleges and universities in the United States.

### Elementary School Overview

Lincoln Elementary School offers a bilingual education program consisting of English and Spanish language experiences. Technology is integrated throughout the curriculum in classroom work. All Elementary School classes are designed to promote a high level of interest and to develop responsible and independent lifelong learners. Lincoln provides special student support programs such as those designed for the transition to and from the school.

### Middle School Overview

Lincoln Middle School provides a broad and balanced academic program that addresses the needs of a diverse international student population. This curriculum is not only academically challenging, but also designed to foster the social, emotional, and physical development of children of 11 to 14 years old. In the core and specialist subjects, Lincoln's Middle School offers an integrated and exploratory approach to learning. The teachers strive to accomplish an education that combines acquisition of skills and knowledge, while also developing solid student attitudes and values.

### High School Overview

The High School program provides a solid college preparatory program in which students are encouraged and challenged to grow academically and personally. Lincoln offers a unique High School learning experience that integrates the requirements of the Argentine and North American-accredited diplomas, allowing for both to be earned simultaneously. In addition, the prestigious International Baccalaureate Diploma is also offered.



## Technology

In the Innovation, Information and Technology Department, the goal is that all members of the Lincoln community are empowered with the understanding, skills and tools to realize their potential and make what they imagine real. Lincoln Learners are empowered learners, digital citizens, knowledge constructors, innovative designers, computational thinkers, creative communicators and global collaborators. Lincoln designs opportunities to explore and apply technology within engaging, authentic learning experiences in close collaboration with the faculty and staff, so that IIT learning is integrated in meaningful ways in the Lincoln Curriculum and the Lincoln Community. With three Makerspaces available for student learning, as well as maker clubs and camps, Lincoln is able to break routines and dominant ways of thinking, to introduce new experiences, behaviors and standards.



## Arts, Athletics, & After School Activities

Lincoln offers a very strong arts programme. From music to visual and performing arts, the students discover the ability to explore their talents and passions. With highly qualified and dedicated artists and musicians as teachers, the students are able to develop and hone their skills, which allows them to express themselves.

At Lincoln, all students are encouraged to participate in the school athletics program. The opportunity for participation in activities is a vital part of the student's educational experience. Such participation is a privilege and carries with it responsibilities to the school, to the activity and to the students themselves. The following sports are included in the athletic program: soccer, volleyball, basketball, swimming, track and field. High School and Middle School sports teams participate in local competitions and international tournaments. An inclusive approach of participation, skills, sportsmanship and friendly competition is the focus of Lincoln's athletics program.

An extensive after school activities program is offered. Amongst the extracurricular activities offered are tennis, ballet, jazz, soccer, swimming, Taekwondo, volleyball and basketball.

## Academic Calendar

The school year begins in early August and ends in mid-June with a 6-week summer break from mid-December to end of January to align with the southern hemisphere climate. Within this calendar, the year is divided into three trimesters to comply with local requirements.



## Students

Enrollment 618 (PK-grade 5: 288; grades 6-8: 123; and grades 9-12: 207). Of the total, 140 are U.S. citizens, 103 are host-country nationals, and 375 are third-country nationals representing 47 other countries. Of the U.S. enrollment, 60 are dependents of U.S. government direct-hire or contract employees, and 80 are dependents of other private U.S. citizens.

## Faculty

In the 2019-20 school year, there are 115 full-time and 9 part-time faculty members, including 41 U.S. citizens, 59 host-country nationals, and 24 third-country nationals

## Professional Development

Extensive opportunities in a variety of formats, including visiting consultancies, attendance at regional and global conferences and institutes, online, local and in-house opportunities, based on identified strategic professional development plans

## Administration

10 administrators including:

- Superintendent
- ES Principal
- MS Principal
- HS Principal
- Business Manager
- Human Resources Manager
- National Programs Director
- Technology Manager
- Admissions Coordinator
- Marketing and Communications Coordinator

## Governance

The Board of Governors is comprised of 12 members. These volunteers are responsible for setting and approving school policy, overseeing Lincoln's financial status, recruiting, supporting and evaluating the Superintendent and guiding the strategic direction of the School. The Board hosts monthly meetings and invites members of the community to attend open sessions. Board members are volunteers, parents and alumni, representing companies plus two honorary members who represent the embassies of the US and Canada. They are elected for a 2-year term by Association members.



## Campus, Community, & Location

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### Campus and Facilities

The Elementary and Middle Schools are housed in a large building that includes 70 classrooms and a library, as well as a computer lab and art room for each school, and a drop-in center. The Middle School also has 3 science labs and 2 PC labs. The High School is housed in a purpose-built facility that has 27 classrooms, an Aula Magna theater, a library, 4 science labs, 2 computer labs, 2 music rooms and an art center. Additional school facilities include: a Wellness Center (with 3 registered nurses), playgrounds, 3 playing fields and an athletic track, a recently remodeled cafeteria, a theater, an auditorium and a covered swimming pool, which was recently refurbished. The gym, built in 2006, has a professional basketball court with retractable bleachers, a fitness center, offices, changing rooms, and an underground parking lot with an 80-car capacity.

### Community

Parents at Lincoln (PAL) is a group of parents from all around the world, passionate about contributing in whatever way to life at Lincoln and its community. The PAL board organizes a number of events each academic year to help ease new parents into school and life outside school. Throughout the school year they organize a number of events, the biggest and brightest being International Day. Through these events, they raise money for both the school and its wider community.

### Location

Lincoln's campus is located on the bank of the Río de la Plata, in a peaceful neighborhood just a few minutes away from the city of Buenos Aires, one of the largest Metropolitan cities in South America. Often referred to as the Paris of South America, the city is renowned for its Parisian architecture and rich European heritage. During weekends you will always find the plazas filled with people, friends and families drinking mate, playing soccer, or just enjoying a good book. Buenos Aires is packed with cultural events: public art, theatre and musical performances are a popular pastime. With such a vibrant city at the tip of your fingers, there is always something fun to do.



## Fast Facts

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Year Established	1936
Accreditation Agency	New England Association of Schools and Colleges NEASC
School type	Coeducational, Day, Private, Non-Profit, K4 through Grade 12
Language of Instruction	English
Tuition (2019-2020) US\$	\$14990 - \$30960 (Fees one time: \$12000, annual: \$2678 - 3096)
Total Enrollment	618
Lower School Enrollment	288
Middle School Enrollment	123
Upper School Enrollment	207
Student Age Range	4 through 18
Percentage of Annual Student Turnover	20%
Average % Home Country Nationals	25%
Number of Faculty	115 full-time and 9 part-time
Percentage of Annual Faculty Turnover	14%
Student/Teacher Ratio	6:1
Number of Board Governors	12
Operating Budget	\$16.2 million

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## Position Overview

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### The Position

Asociación Escuelas Lincoln American International School is seeking an Elementary School Principal to be the key educational leader for Kinder 4 through Grade Five (age four through ten-year olds). This is an extraordinary leadership position in a solid school with an 83-year history of successfully serving an international population in the beautiful city of Buenos Aires.

This Elementary School Principal will join us at the beginning of an exciting new period of strategic development and will have a major impact on our community. The incredible challenge and opportunity for all schools today and for this position is to sustain a school culture that actively supports the healthy development of children to become lifelong learners who contribute to their communities in positive ways within a complex and rapidly changing world.

The ideal candidate will welcome this challenge by leading a collaborative and dedicated group of educators to meet the developmental and academic needs of a diverse group of students, and by engaging the support of parents from 49 nationalities. The ideal candidate will enjoy building positive relationships with a diverse community and will be a strong instructional leader of contemporary teaching and learning practices with a clear understanding of the developmental needs of early childhood and elementary aged students. He or she will have excellent interpersonal communication skills, collaborative leadership skills, and a sincere passion for this age range. This position is open to either experienced Principals ready for a new challenge and/or aspiring Principals eager to begin their leadership journey.

### Key Responsibilities

- Instill a dynamic school culture among students, faculty, staff and parents by establishing a strong sense of community, cultivating robust relationships, fostering social-emotional well-being, setting high expectations for learning and self-reflection, promoting integrity, compassion and service to others, and serving in alignment with our school mission, vision and core values.
- Actively lead teaching and learning policies and practices in the Early Childhood and Elementary grades. This includes facilitating intentional developmentally appropriate practices to promote optimal development for diverse learners; support for teaching that enhances development and learning; and leadership for contemporary methods of documenting learning
- Actively design and implement inclusive practices that support all students in collaboration with other school leaders in alignment with national regulations
- Intentionally build respectful and reciprocal partnerships with parents and families and work closely with others to support prospective and incoming families
- Establish meaningful connections across the school as well as in the local and global arena through positive relationships, effective communication, and an active presence on social media



- Guide the future of learning at Lincoln by inspiring innovation, collaboration, creativity, and alternative opportunities for students to own their learning.
- Recruit, develop and retain high quality faculty and staff who contribute to continuous school improvement
- Organize efficient and effective systems, structures and resource allocation in coordination with others to ensure a positive impact on learning

### Academic & Professional/Skills/Experience/Attributes Sought

- Relevant advanced graduate degrees and administrative certification
- Contemporary knowledge of current educational research, important trends and best practices for Early Childhood and Elementary School ages with a solid understanding and passion for the developmental needs of young children
- Well-informed about practices to support students with diverse learning needs, including early intervention programs, tiered intervention, language learning, etc.
- Familiarity or experience with a Balanced Literacy framework, Reading/Writing Workshop, guided inquiry, guided play, second language learning, etc.
- Effective facilitator of adult learning and leader of professional development
- Excellent interpersonal, communication, and presentation skills
- Dynamic, collaborative and self-aware leader with prior school leadership experience and teaching experience
- Open-minded, flexible, creative, solution finder
- Experience in and adaptable to living in a multi-cultural environment and working with a diverse community
- Spanish-speaker or willing to learn Spanish
- Able to bring respect, empathy, and humor to difficult situations

### Salary & Benefits

Salary highly competitive based on years of experience.

Benefits:

- Maximum of 8% of matching retirement plan.
- Housing Allowance
- Cost of living allowance
- Annual home trip airfare
- Health insurance
- Arriving and departure cost including shipping and visa documentation.
- Life insurance
- School assigned vehicle
- Tuition waiver for dependents
- Lunch on campus

## Application Instructions

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Effective Date: July 2020

Application Deadline: [November 22, 2019](#)

ISS Vice President Administrative Searches & Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for the Asociación Escuelas Lincoln American International School Elementary School Principal search. She will be assisted by Ms. Ashley Wotowey and other members of the ISS staff.

In **one** PDF document, please send a formal letter of interest (cover letter) specific to this position no longer than two pages, along with your CV to [bpfannl@iss.edu](mailto:bpfannl@iss.edu) and copy [awotowey@iss.edu](mailto:awotowey@iss.edu). You will be contacted by Ashley Wotowey regarding the next steps to follow for consideration.

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