



Deputy Head of School
Bavarian International School
Munich area, Germany

DEADLINE: SUNDAY, APRIL 14th, 2019
START DATE: THURSDAY, AUGUST 1, 2019

Introduction



1,200 students from 52 nations study at the two campuses of the Bavarian International School gAG (BIS), located in the village of Haimhausen and central Munich. 'Believe. Inspire. Succeed' is the motto that underpins the pedagogically rich and holistic education provided for students from ages three to 19. Intercultural competence, collaborative and inspired learning, respect, social responsibility and tolerance characterise the spirit of this accredited IB World School.

170 teachers provide BIS students with a first-class teacher-student ratio of 7.5 to one, a ratio that allows teachers to differentiate in the classroom and address the individual needs and strengths of each child. Tangible proof of the success of this approach is seen each year in BIS students' IB Diploma scores: in 2018, the average score was 34.6 points, well above the worldwide average (29.7). BIS strives for state-of-the-art school standards, investing in new technologies, iPads, MacBooks, science and design laboratories, art and music studios, sports halls, theatre spaces, an auditorium and an extensive extra-curricular programme.

A focus on each child as an individual

"We provide our students with the intellectual, intercultural, social, emotional and, most importantly, with the critical perspectives they will need as adults in a global, technological world. Our students will be able to solve the challenges of the future and make the world a better place," says Dr. Chrissie Sorenson, director of BIS, Germany's third largest international school. "Each child's individual development is placed at the very centre of the educational focus at BIS."



Internationality and diversity is virtually the DNA of this all-day school. English is the language of instruction, with instruction in the German language offered for all levels of proficiency beginning in grade 1. French, Spanish, or Mandarin are offered as a second modern foreign language choice, and the optional 'Mother-Tongue Programme' allows students to maintain and develop literacy in their native language. Mother-tongue learning is currently offered in 17 languages.

Pupils and parents alike regard the multitude of extracurricular activities on offer as an exceptional feature of BIS. These activities include approximately 40 sports courses per week on the Haimhausen Campus, as well as CAS (Community, Action, Service), Model United Nations debate team, the Eco-School project, and the Duke of Edinburgh's International Award, a mix of fitness, scouting and expeditions. In all of these activities, social engagement, interdisciplinary collaboration and exploring new horizons play a particularly important role, according to Dr. Sorenson.

An IB World School

The Bavarian International School is an IB World School, one of only two schools in Germany authorised by the International Baccalaureate Organization (IBO) to offer all four IB programmes: the Primary Years Programme (PYP), the Middle Years Programme (MYP), the Diploma Programme (DP) and the Career-related Programme (CP).

The BIS Parent Teacher Organisation (PTO) welcomes new families and helps them to settle in. The Newcomers Centre offers students arriving with little prior knowledge of English, intensive language support in a safe and supportive environment. These services make BIS a vital factor for the economy of Greater Munich, serving as both an instrument for business promotion and location marketing. “Without BIS, it would be much more difficult to attract qualified managers and experts from around the world to Munich,” emphasises Dr. Manuel Cubero, CCO of Vodafone GmbH and CEO of Kabel Deutschland Holding AG.



Future through innovation

Development, innovation and the future, all drive the curriculum and teaching at the BIS campus in Haimhausen, to the north of the Bavarian capital: and to this end, the leadership team of the Bavarian International School has set the goal of building a state-of-the art ‘Creativity & Innovation Center’ (CIC). As the modern heart of the Haimhausen campus, the CIC will be designed to support the teaching and learning in the ‘STEAM’ disciplines: ‘S’ for Science, ‘T’ for Technology, ‘E’ for Engineering, ‘A’ for Arts and ‘M’ for Mathematics.



BIS has recently launched a fundraising and sponsorship programme to realise this major project; to recruit and promote excellent teaching staff; and to create a scholarship programme to enable highly talented students in need of financial assistance to experiment, learn, and create in the centre. “If there is one big headline to describe everything that we do at the Bavarian International School, then it’s ‘Shaping the Future’,” concludes Dr. Chrissie Sorenson.

Mission, Vision, Motto, & Mandate

MISSION

Inspiring and challenging young minds as a caring and committed international community to achieve excellence, assume responsibility and pursue life-long learning.

VISION

BIS strives to develop motivated, responsible life-long learners who make a difference to our world.

MOTTO

Believe. Inspire. Succeed.

MANDATE

INSPIRING AND CHALLENGING YOUNG MINDS

- Stimulate inquiring minds and spark enthusiasm for discovery and exploration.
- Focus on all aspects of student development: the academic, the intellectual, the creative, the social, the physical, the ethical and the emotional.

AS A CARING AND COMMITTED INTERNATIONAL COMMUNITY

- Provide an open-minded and supportive atmosphere through a climate of commitment, empathy and open communication.
- Facilitate the acquisition of languages and understanding of culture by communicating in English and by providing instruction of German and other languages.
- Promote international-mindedness throughout our curriculum by exploring our diversity of culture, language and experience while gaining insights from the unique perspective of our German host culture.



ACHIEVE EXCELLENCE



- Promote the acquisition of concepts, knowledge, skills and attitudes required to think critically, pursue excellence and fulfil one's personal potential.
- Be a dynamic and progressive school with well-resourced and innovative programmes.
- Pursue excellence through a commitment to the continuum of the IB programmes and other accrediting educational organisations.

ASSUME RESPONSIBILITY

- Stimulate inquiry into local and global issues from multiple perspectives and develop the understanding that the opinions of others may also be right.
- Build a strong sense of personal and social responsibility that sets the foundation for a balanced lifestyle and encourages service to others, our community and our environment.

LIFE-LONG LEARNERS

- Challenge our students to become life-long learners by taking risks, reflecting on their experiences and preparing for their futures.
- Encourage parent and family involvement in each student's learning to enhance the success of our programmes.
- Excel in standards of education with dedicated teachers and committed staff who seek multiple opportunities for professional development.



The School

HISTORY

Our school was established in 1990 to offer an English medium education to children from the international community in the north of Munich. We opened officially on 19 February 1991 with only six students and celebrate over 25 years of inspiring and challenging young minds. Enrolment grew steadily, and by 1997 we reached a milestone of a first graduating class made up of seventeen students.



In August of 1998 we moved from our start-up location in Schwaig to a permanent home in Haimhausen. Set in a green and peaceful park-like environment, the historic mansion known as Schloss Haimhausen was renovated and adapted into classrooms. Over the ensuing years, additional facilities were added to enhance our campus and to accommodate the steady rise in our student population. Our Haimhausen campus currently serves approx. 900 students in Early Childhood (age 3) to Grade 12.

In response to an ever-increasing enrolment and the demand for an international education in English, a unanimous decision was made in 2011 by our Board and leadership to begin making plans for an additional Primary School campus in Munich. In January 2016, the BIS City Campus on Leopoldstrasse in Munich-Schwabing proudly opened its doors, now serving approx. 300 students in Early Childhood (age 3) to Grade 5.

COMMUNITY

75% of parents are expats, specialists and executives for international companies, who usually stay for between 1-3 years, 25% of BIS students are German-speaking children whose parents live in Munich, approx. 45% of international parents receive full or partial takeover of school fees by their employer.

CAMPUS & FACILITIES

Two campuses – one in suburban Haimhausen just north of Munich (since 1998) and one in Munich-Schwabing (since 2016). See www.bis-school.com/our-campuses for more details on each campus.



CURRICULUM

IBPYP, IBMYP, IBDP, IBCP

ARTS, ATHLETICS & AFTER SCHOOL ACTIVITIES

Theatre, Music and Visual Arts through IBDP, 1,022 participants in After School Activities across both campuses, 40 sports courses per week available at the Haimhausen Campus, offer more than 100 sports competitions per year with other international schools through two sports leagues – GISST (German Int'l Schools Sports Tournaments) and ESC (European Sports Council).



TECHNOLOGY

1-1 iPads g4-g6, 1-1 MacBook Airs g7-g12, class sets of 8 iPads for EC-g3, laptop carts, 2 MakerSpaces in primary, 3 Design labs in Secondary, including 3-D printers and lasercutters among other machinery.

ACADEMIC CALENDAR 2019/20

First day: 5. Aug for Leadership, 12. Aug for new staff, 14. Aug for HODs, 19. Aug for all staff, 21. Aug 2019 for new students, 22. Aug 2019 for all students / 30. Jun last day for students & staff.





STUDENTS

Approx. 1200 students, 52 nationalities, ca. 75% of the students do not speak German as their native language, top 5 mother tongues: English 35%, German 24%, Spanish 7%, Japanese 5%, Korean 4%

67 shuttle buses to transport students: 56% of Haimhausen Campus students are bus users, 34% of City Campus students are bus users.

FACULTY

170 teachers (210 total staff), 27 different nationalities among employees.

ADMINISTRATION

Head of School/Director Dr. Chrissie Sorenson, Business Director Mr. Marco Dahl – together act as Executive Board of the non-profit corporation BIS gAG.

PROFESSIONAL DEVELOPMENT

Allocate over 1% of annual budget (EUR 290K).

ACCREDITATION & MEMBERSHIPS

CIS, NEASC, IB PYP/MYP/DP/CP, ECIS, AGIS (Association of German Int'l Schools), AISB (Association of Int'l Schools of Bavaria), BTEC, AAIE, AISH, ASCD

SPONSORS & AFFILIATIONS

Our fundraising programme is just gaining steam. Companies who send their students to BIS include Eurofighter, Airbus, BMW, Microsoft, Audi, Google, Amazon, IBM, Tata, Allianz, etc.

GOVERNANCE

Supervisory Board of currently 6 elected members (according to German law all must be elected), will add 3 more elected members in June 2020 for a total of 9. Currently, 5 are parents, one is a former parent. Supervisory Board Members do not need to be parents.



For more information check out the [BIS YouTube Channel](#)

Fast Facts-

Year Established:	1991
Accreditation Agency:	CIS, NEASC
Total Enrollment:	1205
Early Years School Enrollment:	122
Lower School Enrollment:	469
Middle School Enrollment:	267
Upper School Enrollment:	347
Nationalities:	52
Percentage of Annual Student Turnover:	approx. 25% (290 students)
Percentage of Annual Faculty Turnover:	< 8%
Student/Teacher Ratio:	7.6:1
Average % Home Country Nationals:	26%
Tuition (2018-2019):	EUR 11,750 - 17,500
Operating Budget:	EUR 26 million
Number of Faculty:	170
Number of Board of Trustees:	6 (9 starting in 2020)

Position Overview

THE POSITION

The Deputy Head of School has a key leadership responsibility at the school. Responsible for teaching and learning across the school's academic divisions, he or she will ultimately be responsible for the oversight, development and implementation of BIS' academic programs. With the Principals and the Head of School, he or she will carry responsibility for all related guidelines, policies, and curricula, while directing the implementation of academic-based strategic plans. The Deputy Head of School will foster innovative teaching and learning across the school's divisions. With the Principals and the Head of School, he or she will be responsible for the in-house professional development, including enhancing a consistency across the IB programmes. He or she will ensure the BIS faculty embraces the highest academic standards.

RESPONSIBLE TO

Head of School

RESPONSIBILITIES/DUTIES

Duties include, but are not limited to:

Key Activities:

- Provide collaborative leadership and support to Principals and Academic Programme Coordinators in the area of curriculum innovation for teaching and learning through identification, evaluation, adoption and integration of effective educational innovations into the curriculum.
- Provide leadership and support to Educational Technology Integration Specialists in the area of development of strategic approaches for the integration of technology and the implementation of the vision for the use of technology in all areas of the school.
- Lead and coordinate the development of new curriculum, revisions to existing curricula, and lead the ongoing mapping and review of curriculum, vertically and horizontally.
- Oversee the self-study processes for IB Re-authorisation and NEASC and CIS Re-accreditation; ensure annual reports to accrediting agencies are completed fully and accurately
- Assist the Head of School with the creation and delivery of professional learning opportunities for the leadership team
- Provide direction and support to the Principals as they develop mid-level team leaders
- Assist the Head of School with the creation and/or revision of policies related to teaching, curriculum and student learning
- Prepare, as may be required, 'occasional papers' on critical issues to inform decision making by the Head of School and the leadership team
- Contribute to the ongoing development of international education (and the school's participation in that development) through publications and presentations at professional gatherings
- Establish and oversee an all-school perspective on EAL, Student Support Services and Counselling
- Ensure the timely implementation of strategic plans and action plans aligned to academic excellence
- Oversee and manage the collection, organization and presentation of all data (survey data, assessment data, external assessment data, program evaluation data, etc.) related to school quality, improvement, strategic planning and academic programs
- Lead initiatives to gather, analyze, and share, data on student learning
- Ensure that all information about teaching, learning, academic guidelines, policies and regulations is clear and up to date, in all publications, digital and otherwise.
- Maintain a consistently visible presence in classrooms and at school events

- Serve as Acting Head of School in the absence of the Head of School

General:

- Models the values and professional demeanor as expressed in the BIS Mission & Mandate

Preferred Experience/Background:

- Master's degree in educational leadership and/or curriculum and instruction at a minimum
- A record of excellence in instructional and curricular leadership as a Principal or equivalent at a minimum
- Proven record in collaboratively leading change and school improvement initiatives
- Proven ability to develop a 21st Century educational experience using innovative technology to positively impact student learning
- Proven record of the ability to develop and inspire colleagues;
- Leadership experience in IB Authorisation Process
- Experience as a teacher and administrator in one or more of the IB Programmes
- Firm grasp of the underlying structures and needs of the IBPYP, IBMYP and IBDP and developing understanding of IBCP
- Training and Leadership experience in NEASC/CIS accreditation protocols
- Strong background in student performance assessment
- Experience with data management and analysis and presentation
- Excellent interpersonal and communication skills
- Excellent writing skills
- Excellent command of English, both written and oral
- A strong awareness of child protection and a commitment to ensure the safety of our students.

SALARY & BENEFITS

Salary commensurate with experience. Benefits include, relocation, annual home leave bonus, PD, employer pays 50% health insurance, additional pension contribution after 3 years, laptop, iPhone, iPad, tuition for children as taxable benefit in kind.

Application Instructions

Effective date: August 1, 2019

Application Deadline: Sunday, April 14, 2019

ISS Vice President, Administrative Searches and Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for the Bavarian International School Deputy 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 Sunday, April 14th, 2019. However, ISS and the BIS Search Committee reserve 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.

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

