

Leadership Search



High School Principal Carol Morgan School

Santo Domingo, Dominican Republic

Application Deadline: November 15, 2019
Start Date: August 2020

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Mission, Vision, & Philosophy

Mission

The Carol Morgan School is a private, secular, non-profit, college-preparatory school that instills a passion for learning, builds character and inspires civic and social responsibility. Incorporating a rigorous, U.S. curriculum and advanced technology, CMS empowers students to become leaders of a multicultural, global society. The Carol Morgan School will maintain its lead as a world-class international school.

Vision

Founded on Integrity, Focused on Learning.

Philosophy

Committed to excellence in all that we do and continuous improvement, the Carol Morgan School provides an outstanding standards-based academic program within the framework of the best research-based educational practices. The varied international student body receives an immersion English language program.

The philosophy and objectives of the school support a U.S. curriculum enhanced by the rich culture of the Dominican Republic. CMS welcomes families from all countries knowing that this association of students of different backgrounds and religions will help them develop a clear understanding of the global world in which they live.

CMS programs stress the worth and dignity of all students and provide them the opportunities to progress intellectually, emotionally, socially, and physically to their greatest potential.

We believe in a safe, supportive learning community in which challenges are met with respect, compassion and enthusiasm to foster achievement of potential and expand personal and collective excellence.



Heading Profile of the CMS Graduate (Essential 11)

We believe in a safe, supportive learning community in which challenges are met with respect, compassion and enthusiasm to foster achievement of potential and expand personal and collective excellence. CMS students acquire an academic foundation of required skills, knowledge and achievement that leads them to:

- Be lifelong learners with global perspectives
- Possess bilingual skills within the English and Spanish languages
- Be aware and reflective of their varied intellectual strengths, demonstrating confidence, motivation, and self-discipline
- Be inquisitive, demonstrating critical and analytical thinking
- Demonstrate multicultural sensitivity and respect for differences
- Be “fit for life” demonstrating physical, emotional, and social well-being
- Demonstrate respect for our natural world and conservation of our global resources
- Be innovative producers and informed consumers
- Adapt to emerging technologies, ethically applying them to new and future settings
- Demonstrate responsibility and sound judgment, making informed choices for personal balance and community improvement
- Listen, lead, and work collaboratively to solve problems locally and globally

The School

History

In the autumn of 1933, Mrs. Carol Morgan and her missionary husband Barney Morgan were confronted with the task of providing an English Language/American curriculum education for their children in Santo Domingo. Since this need could not be met in the Dominican Republic at that time, Carol Morgan was determined to start her own school. From the inception of the school, the guiding principle was to bring children together for companionship, competition, and a systematic education. Her school was first called “The Little School” or the “Santo Domingo Calvert School” (from the Calvert Curriculum system) and was originally housed in an abandoned Episcopal Chapel with Mrs. Morgan and two other women comprising the entire teaching staff.

The school began with only five students and one room, as well as donated blackboards and supplies from the International Hospital and the Evangelical church, with each student being responsible for his or her own desk and chair. In 1949, Carol Morgan returned with her family to the United States. That same year, in appreciation of her tireless efforts on the school’s behalf, the name of the school was officially changed to “Carol Morgan School” (CMS). Carol Morgan passed away in 1993.



The growth of CMS during the ensuing years required expanded space with the school moving multiple times. However, in 1964, Carol Morgan School was fortunate to have the present site donated to our school. In addition to the land, the school received donated construction materials such as bricks and cement from the U.S. Embassy through the American Ambassador. Since those initial days of the CMS current school site, significant new construction, renovations, enhancements, and improvements have included:

- Construction of new buildings for Elementary, Middle, and High School
- Construction and expansion of learning spaces for the library, technology center with labs, and Optimal Learning Center
- MS and HS Science, STEM, and Robotics labs
- Purpose built learning spaces for Fine Arts, including music, drama, and art, and a multipurpose theater space
- Construction of the Shark Center (double gymnasium with PE and health classrooms as well as a dance space, a weight center, and PE dressing rooms), a covered court, and fields (natural and artificial turf)
- Support spaces and equipment for the administration, cafeteria, maintenance building, parking lots, public announcement system, security enhancements, warehouse, and welcome center
- Development of outdoor learning spaces

The school's facilities play an essential role in all aspects of learning for our students. Therefore, when considering learning experiences and opportunities, CMS ensures that the facilities are an integral part of our discussion and decision making.



Campus & Facilities

The Carol Morgan School campus is located on a 15-acre (66,000 m²) site in Mirador Sur, a residential sector of Santo Domingo. The site is bounded on the north by Avenida Sarasota and on the east by Avenida Núñez de Cáceres. The campus is bordered by residential neighborhoods on the south and west.

The campus has 90 classrooms, 13 multi-purpose learning spaces, 3 Makerspaces, 7 technology labs, 5 art spaces, and 9 music rooms spread out in 9 buildings. The field is comprised of a size 11 professional soccer turf field, and a 9,000 m² multisport grass field along with play areas for children of all ages.

In addition to the athletic fields, the Shark Center is a multipurpose facility with 1,400 square meters of professional FIBA certified hardwood floors, double court system for simultaneous games with retractable basketball backstops and electronic scoreboard systems. The court can seat 1,800 attendees for performances in the 350 square meter stage area, equipped with professional LED theater lighting and sound systems.



There are two parking lots with over 200 parking spaces for parents, students and visitors. The school also has 3 emergency generators, a water treatment system, fire alarm with wireless smoke detectors in every room and a PA system to communicate with the entire campus.



School Governance

The CMS Board of Directors is elected by the CMS Parent Community, which is comprised of the parents and guardians of pupils in the school. In accordance with the CMS philosophy and mission, the CMS Board of Directors sets the policies which govern the school. It consists of 8 voting members and 4 ex-officio members.

Board members are also responsible for chairing various committees, which serve to enhance the educational, technical, financial and overall well-being of the school through the guidance and support of school Administrators and personnel.

Accreditation

For approximately 45 years, CMS received its accreditation from the Southern Association of Colleges and Schools™ (SACSTM). In 2013, CMS changed accrediting organizations to Middle States Association (MSA). Both of these associations are non-governmental, internationally recognized organizations whose affiliated institutions include elementary schools through collegiate institutions offering post-graduate instruction.

Resources & Technology

The Carol Morgan School of Santo Domingo strives to provide for its community of lifelong learners the most advanced and effective level of academic technology possible. With a dedicated full-time staff made up of directors, technicians, technology teachers and technology facilitators, we are continuously working towards this goal. CMS has a robust campus-wide wired and wireless network.



Three state-of-the art Innovation Labs are available to our staff and students. Each lab has a specific focus catering to the needs and wants of many age groups. The Design Technology lab is equipped with 3D printers, robotics equipment, and other Maker materials. This lab as well as the Creative Innovation Lab has a dedicated technician who helps students and staff design and create innovative projects. The technician also helps coach Team DRIFT, our award-winning robotics team. Our staff members are encouraged, supported, and trained in an intelligent and systematic way, focused on professional growth and educational relevance.



CMS believes in the following guiding principles:

- Technology should be seamlessly integrated into the daily lives of our students, educators, and staff members.
- Students, teachers and staff should have access to technology anytime and anywhere.
- Technology should facilitate educational opportunities beyond our classroom walls.
- All students, teachers, and staff should have equitable access to technology.
- Technology expectations for staff should be supported by ongoing staff development and technical support that is readily available and reliable.
- Technology serves as a vehicle for lifelong learning.
- Technology resources should be consistent and dependable.

Fast Facts

Year Established	1933
Accreditation Agency	MSA, SACSTM
School type	Coeducational, Day, Private Non-Profit
Language of Instruction	English
Total Enrollment	1,040
Lower School Enrollment	424
Middle School Enrollment	257
Upper School Enrollment	359
Student Nationalities	33 countries
Average % Home Country Nationals	50%
Student Age Range	PK-12 (4-18 years)
Percentage of Annual Student Turnover	15%
Student/Teacher Ratio	1:18
Number of Faculty	196
Faculty Nationalities	15 countries
Percentage of Annual Faculty Turnover	5-7%
Tuition	\$9,500 – \$22,000
Operating Budget	\$20,000,000
Number of Board Trustees	8 voting, 4 ex-officio



Position Overview

Carol Morgan School is seeking a new High School leader who values relationships as the foundation of our work as educators, who is committed to student learning as our core, who understands and embraces that learning occurs in multiple and diverse environments, and who engages in collaborative leadership as a part of a school-wide leadership team. The current CMS Academic Leadership Team is comprised of:

- Head of School
- Deputy Head of Curriculum, Instruction and Assessment
- Elementary Principal and Assistant Principal
- Middle School Principal and Assistant Principal
- High School Principal and Assistant Principal

The successful candidate will embrace the CMS foundational beliefs including the Essential 11 as well as inspire faculty to engage in and create these types of innovative learning experiences and opportunities for themselves and students as well as capably manage the day-to-day High School operations.

The skills and attributes desired in the High School Principal are:

- Collaborative, dynamic, and self-motivated individual with a passion for providing learning experiences based on best research and practice
- Experienced educator/leader with experience in developing and implementing a vertical aligned curriculum school wide
- Proven multicultural awareness and sensitivity in meeting the needs of diverse learners
- Builds staff knowledge and expertise in effective instructional design and academic standards
- Develops knowledge of how standards map to curriculum and assessment
- Develops teachers to provide rigorous and high-quality instruction
- Leads analysis of and develops teacher's ability to analyze student data to identify strategies that will move students towards mastery
- Ensures teachers can collaborate, analyze their practice and their student data, and adjust instruction in teams
- Leads whole school professional development workshops that drive improvement in teacher practice
- Innovative and creative, modeling the values and beliefs of CMS guiding documents
- Demonstrated excellence in leading people, managing processes, and improving learning
- Personal integrity and professional ethics in leadership

The profile of the ideal High School Principal candidate:

- Previous experience (at least four years) as a Middle or Secondary Principal
- Proven success in a learning environment that is cross cultural with an awareness of the dynamics of an international school community
- Expertise in the Advanced Placement Program (AP) and in High School Pedagogy
- Excellent interpersonal and communication skills with an understanding of organizational culture and how to bring people together to achieve common goals through successful mentoring, supervision, and support for community members

- Articulates and advocates for high school learning experiences and opportunities
- Collaborates with leadership team to recruit, retain, and develop high quality, creative staff
- Collaborates with the leadership team to develop and measure progress on the achievement of school-wide and high school goals in alignment with the CMS PG&E process
- Develops and manages open communication for High School community and engage in parent education and outreach programs to support families
- Establishes and facilitates professional learning communities (PLC) to ensure alignment, collaborative, and distributed decision making to support learning
- Engages with faculty and staff in developing innovative assessment strategies and integrated reporting tools for sharing student learning in alignment with best research

The desired education and credentials for the High School Principal are:

- Valid supervisory credential from the US, or the equivalent from another system preferred
- Minimum of MA or MED or equivalent in Educational Administration/Policy, Educational Leadership, or similar field

CMS Compensation Package

CMS offers a highly competitive compensation package for this position in our region including the benefits noted below:

- Partially furnished housing and utilities stipend
- Relocation and excess baggage
- Vehicle with related expenses covered
- Visa acquisition and renewal assistance and expense reimbursement
- Round trip annual air transportation for Principal and eligible dependents
- Matching retirement plan through Raymond James
- CMS paid local income taxes (excludes local social security tax)
- 100% tuition waiver for eligible dependents
- Club family membership
- Insurance: International health, local dental, and life insurance
- Professional learning funded by CMS annually
- Leave: sick, bereavement, personal, maternity/paternity, and recruitment

Application Instructions

Effective Date: August 2020

Application Deadline: November 15, 2019

ISS Vice President Administrative Searches & Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for the Carol Morgan School High 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 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 CMS reserve the right to close the selection process at any time if an ideal candidate is found.