

Leadership Posting

Director of Teaching & Learning NIST International School *Bangkok, Thailand*

Application Deadline: January 20, 2020

Start Date: July 30, 2020

MISSION, VISION & VALUES

Our mission, vision and values represent a collaborative effort between our staff, parents and students, all of whom contributed to their development. We do not consider these to be abstract, but rather central to our learning and practice. From our overarching direction as a community to our individual actions, we use them to guide and ground us.

MISSION

NIST inspires growth, empowers individual excellence and enriches lives

VISION

NIST will provide individualized and authentic learning pathways for students to flourish and positively impact others.

VALUES

Every community shares common beliefs. In order to accomplish our mission, we adopt a shared set of values that tie us together, providing purpose, structure and inspiration.



Integrity

We believe that individuals should be honest and principled. This includes being committed to our mission, and holding yourself and others accountable for choices.



Caring

We believe that compassion and empathy are central to learning. Combined with a commitment to reflection and balance, they contribute to our wellness.



Community

We believe in collaborating with others as part of a diverse community, helping us become open minded and globally aware in order to effect positive change.



Growth

We believe in a commitment to a growth mindset through active engagement and striving for excellence. Through this we become resilient, creative learners.

OUR HISTORY

In 1992 only a small handful of international schools existed in Thailand, each with a strong connection to a single national curriculum.

NIST was—and still is—unique

Working hand-in-hand with staff of the United Nations, the first parents, students and teachers envisioned a school free from any one philosophy, creed or system. They imagined a learning community dedicated to a truly international education, one that embraces diversity, and the strength and richness it cultivates. When NIST opened its gates on the sunny morning of August 13th, 1992, 502 young learners turned that dream into a reality.

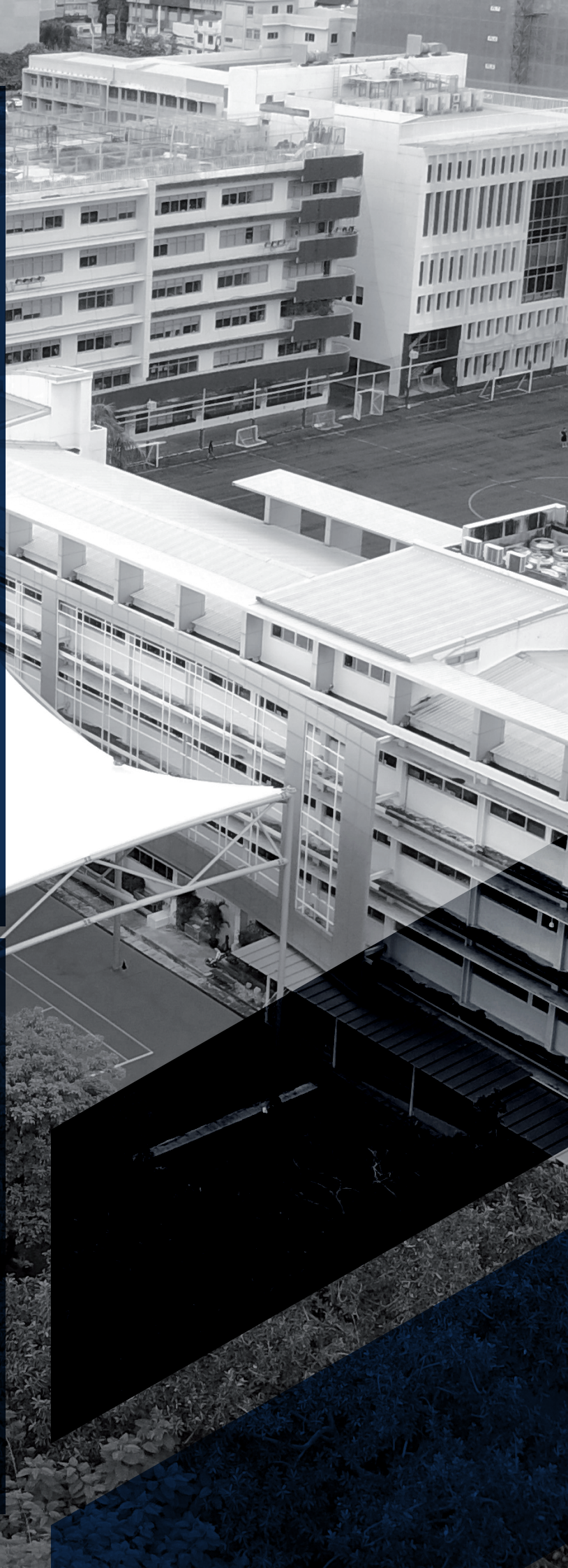
NIST went on to become the very first full International Baccalaureate (IB) World School in Thailand, offering all three IB programmes by 1999. Focused on inquiry, exploration, reflection and—most significantly—the belief that learning is at the core of the human experience, the IB philosophy aligned with the shared vision of our growing community. By the time the first graduates left their second home, the NIST name had become synonymous with excellence.

In the years since, thousands of students and hundreds of teachers have left their marks on the school, all contributing in their own ways. NIST itself has grown, expanding its campus and extending its vision throughout Southeast Asia. Yet at our core we remain a community of dreamers, of learners who see the world with optimism and hope.

OUR CAMPUS & FACILITIES

Nestled in the heart of one of Bangkok's busiest business districts, the NIST International School campus is located on Sukhumvit Soi 15, mere minutes from Asok BTS Station and Terminal 21. NIST's urban campus encompasses nine buildings that house over 100 classrooms and state-of-the-art facilities.

Beyond the dedicated, purpose-built Early Years Centre, Elementary Building and Secondary Building, the campus includes a Creative Arts Building, Sports Complex and several multi-purpose halls. The newest addition, The Hub, was student and teacher-designed and reflects the principles of modern education and learning research. With our expansive theatre, performance studio, recording studio, sports courts, FIFA-standard pitch, library, science labs, counselling lounges, tech centres and much more, our school offers facilities that even rival universities in the region.



STUDENT LEARNING

Our Students

Diversity defines the NIST community in almost every respect. Students at our school represent over 60 nationalities, as well as a wide range of backgrounds and beliefs. This diverse community has helped us maintain continual growth over the past decades, and over 1,600 students are now enrolled from early years to high school.



Our Aims

Our mission, vision and values are embedded in daily life at NIST, and they directly impact our practice. For the last several years we have begun to more closely align what happens in the classroom to our roles as teachers and mentors by defining four key areas:

1. How we define learning at NIST
2. The priorities for teaching and learning for NIST students
3. How we connect these priorities to professional development
4. Where powerful learning happens

Our Definition of Learning

Learning is the growth of connections in the brain, which result from the development of new knowledge, skills, dispositions and understandings.

We are more equipped than ever to understand how learning physically happens in the brain as a result of repeated and appropriate challenge. Understanding this allows for the more effective design of a wide range of learning experiences which reinforce the learning which we know will be essential for our students' success.

Our Learning Culture

Culture is an integral aspect of any organization, and even more so in schools. At NIST we believe in cultivating a shared culture of trust, caring and professionalism that allows all members of our community to perform at their highest point of contribution. Special attention is given to four key areas:



Safety

We strive to ensure that students and faculty are not afraid to take risks and learn from failure. A caring environment builds mutual trust and respect, allowing us to flourish individually and collectively.



Purpose

Learning without purpose is unsustainable. Teaching and learning at NIST must always be driven by a deeper meaning, helping us to develop unique passions, strengths and interests.



Belief

We believe that a growth mindset is crucial to success. By affirming our own worth and that of others, providing positive reinforcement, we can further build our positive learning community.

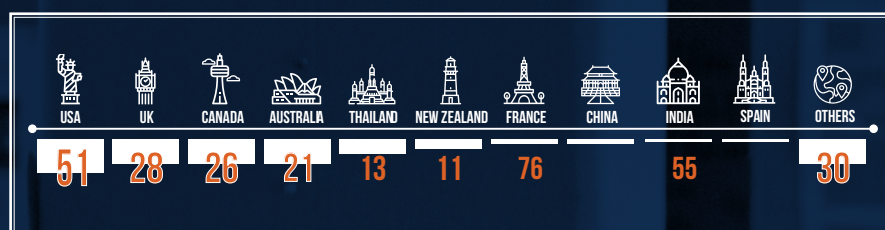


The most powerful learning balances challenge and support. Within NIST we aim to offer enriching opportunities that drive us to overcome difficulties within a **Challenge**, supportive environment.

TEACHER GROWTH

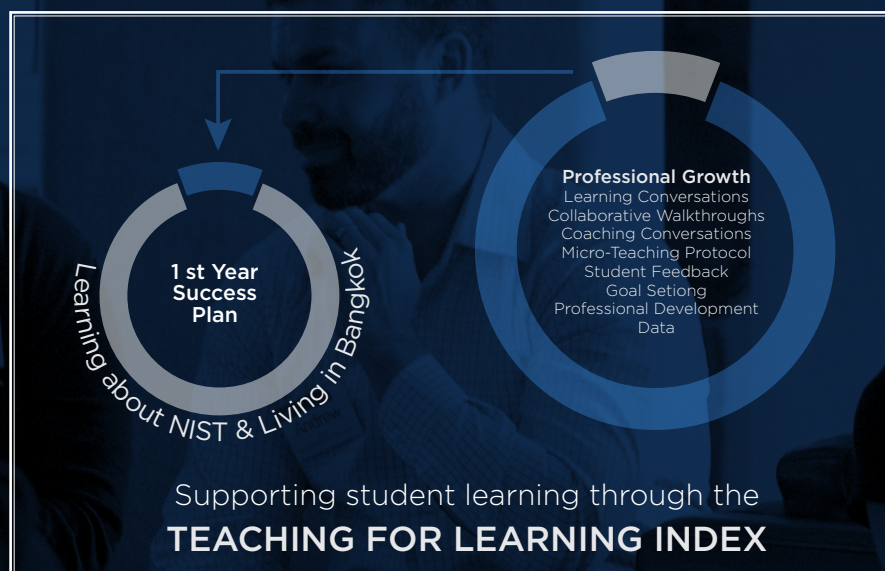
The diversity of the NIST community is also reflected in our teaching staff, who represent over two dozen nationalities and a wealth of experience. We strongly believe that teachers play the most crucial role in ensuring the success of students. Students learn best when teachers are similarly supported and offered opportunities to grow as learners.

TEACHER DEMOGRAPHICS



THE TEACHING FOR LEARNING INDEX

By defining the essential learning we expect for our students, we are able to develop the most useful expectations for teaching goals, programme review and professional development to further enhance it. All teachers are guided in this through the comprehensive Teaching for Learning Index, which outlines specific skills and dispositions that support our core values and student success, and the teaching actions that reinforce them. This index serves as the basis for NIST's professional growth model, allowing us to support you as you develop as an educator.



THE POSITION

DIRECTOR OF TEACHING & LEARNING

Overview:

The Director of Teaching & Learning provides a whole-school curriculum and learning perspective on all aspects of the programme (academics, extra-curricular activities and experiential education) to the NIST Leadership Team. This person oversees key programmes and educational areas that operate across school divisions. This role oversees and supports the work toward the development of a coherent concept-based curriculum, as well as related policies, practices and procedures to support curriculum, assessment and reporting.

Role Details:

- Reports to: Head of School
- Main working relationships: Head of School, extended elementary & secondary leadership team, team leaders

Qualifications:

- Bachelor's or master's in education & professional teaching qualification; higher degree in educational leadership highly desirable
- Current & relevant experience with whole-school curriculum articulation & development within an international school environment
- Experience in whole-school leadership & an understanding of the complexities of interacting with varied groups and multiple agendas
- An understanding of and experience in implementing concept-based curriculum across a whole school (early years through year 13)
- Experience facilitating meetings that bring the teachers' experience & knowledge within a discipline

Personal Attributes & Characteristics:

- Strong oral & written communication skills, including presentation design & delivery for a variety of audiences
- A passion for curriculum & international education
- A strong understanding of current curriculum models, trends & research
- An understanding of data collection in an educational setting & the related assessment & reporting of data
- An experienced skill set with databases & related understanding of data analysis
- Outstanding interpersonal skills: a good listener with a collaborative management style
- Honesty, integrity, compassion & a sense of humor
- Outstanding administrative competencies, with strong organizational skills that include project management planning, operations & delivery
- Proven problem-solving skills
- Cultural sensitivity
- Energetic, enthusiastic, approachable & open-minded

Duties:***Leading a Shared Vision***

- Ensure the school's mission is central to all decisions & influences learning in the school
- Develop long-term plans to develop the school's curriculum aligned to fulfilling the NIST vision
- Ensure the school's values are central to learning & are used to inform decision making
- Support the development of a shared vision for learning in each school section to ensure all stakeholders have a collective understanding of the priorities & direction

Leading a Culture of Learning

- Lead the ongoing development of the NIST curriculum in cooperation with the heads of section, deputy heads of curriculum, team leaders & related faculty
- Ensure the NIST definition of learning & the Teaching for Learning Index form the basis of all discussions relating to learning
- Support the established culture, whereby conversations in the school continue to focus on learning & learners
- Develop protocols to support disciplined dialogue around learning
- Promote a culture focused on developing a growth mindset in all aspects of learning & for all
- Empower the faculty to leverage the school's curriculum to provide authentic learning opportunities connected to real-world issues
- Contribute to the creation of pathways to meet the needs of all students
- Create an environment & culture for students to have increased agency of their learning
- Promote inquiry as a critical path for learning
- Foster concept-based learning opportunities
- Introduce & implement protocols, procedures & practices to support assessment for & of learning
- Lead initiatives & carefully manage change to ensure the focus remains on the learning & the learners

Leading a Culture Focused on Student Wellbeing

- Help promote a culture focused on supporting students to be happy, engaged, empowered, respectful & responsible members of the community
- Identify opportunities for the curriculum to support a culture focused on enriching the lives of others
- Be a leader of child safeguarding
- Support the school's counselling programmes, social-emotional & college counseling to ensure the school's curriculum addresses key areas of wellbeing

Leading Human Development & Empowerment

- Research & develop best educational practices in all aspects of curriculum development & supporting practice through ongoing professional development, leading to an improvement in the quality of teaching
- Ensure professional development is focused on realizing the school's mission & achieving the school's vision
- Contribute to decision making to determine the professional learning experiences required to meet the teaching & learning needs in the school
- Create & maintain a culture of high trust
- Empower curriculum leaders & team leaders in their work
- Work to adopt a coaching mindset as a default when working with others; lead with questions
- Foster a culture of collaboration
- Acknowledge the contributions of others
- Develop strong personal relationships with colleagues & invest in their success
- Leave ego at the gate

Operational Leadership

- Lead the ongoing articulation of the academic programme (including other elements of the learning), initiatives, & changes within our school community
- Lead the ongoing review and implementation of the NIST language policy
- Ensure a clear articulation of language pathways across the school, capitalizing on NIST's extraordinary range of language acquisition & home-language (mother tongue) offerings
- Support the process of collecting & analyzing student assessment and achievement data to improve student learning through the monitoring of overall programme effectiveness & supporting related improvements to instruction & the whole-school learning programme
- Coordinate EY-13 curriculum mapping & alignment of three programmes
- Employ data management & learning analytics to help enhance learning outcomes & to support professional dialogues
- Articulate & publish the school's curriculum in collaboration with the Communications Department
- Develop curriculum summaries for admissions & external audiences
- Provide necessary documentation for accreditation & evaluation processes
- Design a cycle for curriculum review in all subject areas
- Develop processes for curriculum review to ensure input from all stakeholders
- Collaborate with the team running the NIST Experiential Education Programme to ensure learning experiences are aligned to the curriculum

Leading in the Community

- Lead parent workshops & information sessions on a regular basis
- Present at local events or educational conferences to further conversations about learning & developments in education
- Develop positive & mutually reinforcing partnerships with other educators & educational institutions
- Represent the school as required
- Support the Director of Communications in community engagement, data gathering & analysis & marketing related to the school

Teaching Commitment

There will be a teaching component that will be depended upon the successful applicant's teaching background and the needs of the NIST timetable.

Leadership Posting

Instructions

NIST is always pleased to receive interest from highly qualified teacher applicants. All applications must be made through the [iSS Schrole Advantage](#) system.