

Leadership Search



Early Years & Primary Principal Shen Wai International School

Shenzhen, Guangdong, China

Application Deadline: November 8, 2019
Start Date: August 1, 2020

ISS is pleased to conduct this full search.
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www.iss.edu/services/administrative-recruitment

Introduction

SWIS modestly opened its doors in 2011 with one Nursery and one Pre-Kindergarten class with a total of 36 students. Since then, SWIS has grown into a dynamic learning community of over 1050 students from Pre-Kindergarten to Grade 12.

In its short history, SWIS has achieved authorization to provide the International Baccalaureate Organization's (IBO) Primary Years Programme (PYP), Middle Years Programme (MYP) and Diploma Programme (DP). SWIS is also a Council of International School (CIS) and Western Association of Schools and Colleges (WASC) accredited school.



Mission, Vision, & Values

Vision

'Inspiring Global Minds'

Mission

Shen Wai International School develops confident, open-minded, lifelong learners and inspires students to take action as responsible global citizens.

Values

INSPIRING

Cultivating critical, creative, reflective thinkers with the skills and intellect to shape a better future.

GLOBAL

Providing challenging educational programs for an interconnected world.

ETHICAL

Encouraging students to be open-minded and tolerant and to act with integrity, honesty and compassion.

SUSTAINABLE

Developing active learners with a lifelong love of learning.



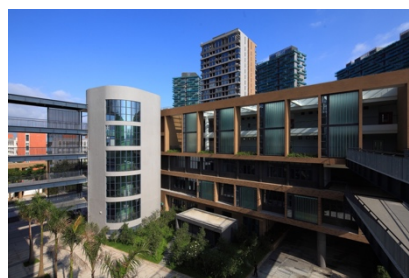
School Profile



Shen Wai International School (SWIS) is located in the beautiful scenery of the Shenzhen Bay. Invested by Shenzhen Municipal Government, SWIS covers a floor area of 24,000 m² with a construction area of 42,000 m² and is equipped with extensive first-class facilities. It serves children of the expatriate community who work in Shenzhen and children who are permanent residents of Hong Kong, Macau and Taiwan. The school altogether has 54 classrooms with a capacity of hosting 1,080 students in total.

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SWIS was also accredited by the Council of International Schools (CIS) and the Western Association of Schools and Colleges (WASC) in 2017. SWIS was awarded membership in EARCOS and ACAMIS in 2018. SWIS aims to provide distinctive high-quality education to students by employing talented expat teachers and introducing the International Baccalaureate curriculum, teaching models, and management patterns.



Teaching Team

SWIS has a strong faculty and management team, with teachers from 18 different countries and regions who have substantial experience. The teaching will be in small classes led by certified expat teachers with international teaching experience, and qualified Chinese co-teachers.

Professional Development

SWIS provides opportunities for all teachers to participate in Professional Development (PD) by either taking part in external PD or working with trainers during in-school workshops. Our teachers have access to a wide variety of IB workshops to further enhance their teaching and learning skills and continue to provide authentic and engaging learning opportunities for our students.



Some of the workshops SWIS has provided are:

- Restitution
- Mathematics
- Science
- Music
- Concept based learning
- Student Creativity
- Inclusive Classrooms
- Inquiry and International-Mindedness
- Readers and Writers
- Fountas & Pinnell Literacy

International Baccalaureate Programme

Through the IB Programmes and guided by the IB Learner Profiles, students at SWIS are engaged in an inquiry based, student centered, and internationally minded curriculum. The IB Programmes at SWIS are coherent and consistent across all grade levels by using recurring themes, concepts and ideas. The IB Programmes also ensure rigorous standards and learning outcomes that develop the knowledge and skills required in an ever-changing interconnected global community.



As IB learners, we strive to be:

Inquirers

We nurture our curiosity, developing skills for inquiry and research. We know how to learn independently and with others. We learn with enthusiasm and sustain our love of learning throughout life.



Knowledgeable

We develop and use conceptual understanding, exploring knowledge across a range of disciplines. We engage with issues and ideas that have local and global significance.

Thinkers

We use critical and creative thinking skills to analyse and take responsible action on complex problems. We exercise initiative in making reasoned, ethical decisions.

Communicators

We express ourselves confidently and creatively in more than one language and in many ways. We collaborate effectively, listening carefully to the perspectives of other individuals and groups.

Principled

We act with integrity and honesty, with a strong sense of fairness and justice, and with respect for the dignity and rights of people everywhere. We take responsibility for our actions and their consequences.

Open-Minded

We critically appreciate our own cultures and personal histories, as well as the values and traditions of others. We seek and evaluate a range of points of view, and we are willing to grow from the experience.



Caring

We show empathy, compassion and respect. We have a commitment to service, and we act to make a positive difference.

Risk-Takers

We approach uncertainty with forethought and determination; we work independently and cooperatively to explore new ideas and innovative strategies. We are resourceful and resilient in the face of challenges and change.

Balanced

We understand the importance of balancing different aspects of our lives—intellectual, physical, and emotional—to achieve well-being for ourselves and others. We recognize our interdependence with other people and with the world in which we live.



Reflective

We thoughtfully consider the world and our own ideas and experience. We work to understand our strengths and weaknesses in order to support our learning and personal development.

Ethical

Encouraging students to be open-minded and tolerant and to act with integrity, honesty and compassion.

Fast Facts

Year Established	2011
Accreditation Agency	CIS, WASC
Total Enrollment	1,067
School type	Coeducational Day
Status	Governmental
Authorised IB Programmes	IBDP, IBMYP, IBPYP
Student/Teacher Ratio	7:1
Student Age Range	4-19
Language of Instruction	English
Number of Faculty	150
Faculty Nationalities	18
Student Nationalities	42
Average % Home Country Nationals	60
Tuition (2018-2019)	\$15,305 - \$27,536



Position Overview

The Position

The Early Years & Primary Principal provides overall leadership for teaching and learning for the Early Years and Primary program at SWIS.

The SWIS Early Years & Primary Principal has overall responsibility for:

- Implementing the curriculum according to IBO and accreditation agency standards.
- Supervising and evaluating of the division's teaching staff.
- Supporting best practices in instruction and assessment.
- Assessing, and when necessary, developing curricular programs to meet the learning need of SWIS students.
- Effectively using data to assess programs.
- Managing the Early Years & Primary Division in accordance with the school policies and guidelines.
- Facilitating the school's interactions with parents and others in the school community.
- Recruiting and retaining highly qualified teaching staff.

Required Qualifications

The successful candidate must have:

- A minimum of three to five years of experience leading an academic division or related leadership role in an international school setting.
- An advanced degree in education or educational administration.
- Leadership experience in the IB PYP curriculum highly preferred.
- Experience in education as a classroom teacher.
- Demonstrated experience in developing successful and supportive relationships with students, parents and teaching staff.
- A demonstrated commitment to continuous professional development.
- Experience in an Asian setting highly preferred.

Desired Characteristics

- An ability to creatively and collaboratively solve problems.
- An ability to positively energize and nurture the school community.
- An ability to listen to input from all school stakeholders, make timely decisions and communicate them clearly.
- A demonstrated knowledge and appreciation of the host culture.

Compensation and Benefits Package

SWIS provides the follow package to its principals:

- A competitive salary
- An end of contract bonus
- Global medical care
- Housing on campus or a housing allowance
- Annual return airfare
- PD allowance
- Paid tuition for children attending SWIS
- Shipping allowance
- Settling allowance

Application Instructions

Effective Date: August 1, 2020

Application Deadline: November 8, 2019

ISS Vice President Administrative Searches & Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for the Shen Wai International School Early Years & Primary 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 SWIS reserve the right to close the selection process at any time if an ideal candidate is found.