

Leadership Search



TSIS
Thai Sikh International School

Director/Senior School Principal
Thai Sikh International School
Bangkok, Thailand

Application Deadline: November 13, 2020
Start Date: August 1, 2021

ISS is pleased to conduct this full search.

Learn more how ISS works with search committees around the globe to fill leadership positions.

www.iss.edu/services/administrative-recruitment

Position Overview

Major Responsibilities & Duties

The Director/ Senior School Principal of TSIS will have the following responsibilities:

- Supervision of all aspects of the Senior School
- Communication with the community, and with the parents of the school
- Recruitment and retention of teachers and national staff
- Supervision of the Principal of the Junior School and Director of Admissions and Marketing
- Ensuring high standards of safety and security through implementation of policies and procedures
- Preparation of a whole school annual budget for approval by the School Board
- Supervision of curriculum development
- Ensuring school philosophy and policies are implemented
- Ensuring good financial management in all aspects of the school

In collaboration with senior staff:

- Supervision of performance of faculty
- Supervision of the student admissions process
- Supervision of performance of administrative personnel, faculty and local staff
- Supervision of professional development for teachers
- Liaison with and report to International Schools Services through the Senior Leadership Executive.

The Senior Leadership Executive of ISS will ensure high standards of quality education through on going performance evaluation of the Director.

Qualifications

- Administrative experience (5 years plus)
- Experience as an international school administrator
- Experience teaching and leading in a senior (secondary) school
- Public relations and marketing experience
- Business and financial management experience
- Masters or Doctorate degree in administration
- Effective communication skills, both verbal and written
- Technological skill set
- Experience with recent curriculum trends and best teaching practices
- Experience with leading a school through an accreditation process

Salary & Benefits

The salary will be competitive and will be commensurate with the qualifications and experience of the successful candidate.

Benefits include:

- Health Insurance
- Annual home leave
- Shipping Allowance
- Housing and utilities
- Annual professional development allowance
- Relocation allowance

Note: The first contract is for two years. Thereafter, it is a one-year contract.

Application instructions found on the final page of this announcement.



Introduction

The Thai Sikh International School was founded by members of the Thai Sikh community of Bangkok in 1985. The school opened on what is now the Senior School Campus. In 2005 the Junior School Campus was created to enhance the age appropriate offerings to educate TSIS students aged 2 to 18.



Student enrollment in September 2020 is 160 in the Junior School and 100 in the Senior School, with a faculty of 21 teachers and an administrator in the Junior and 17 teachers in the Senior. The students are primarily from Thailand, many from the Thai Sikh community. The highly qualified international teaching staff represents 9 nationalities.

Since August 2017, TSIS has been managed by International Schools Services (ISS) who are associated with over 350 schools around the world. ISS is committed to a continuous journey with TSIS in developing teaching and learning strategies to the highest international standard.

TSIS carefully selects class teachers who instill a love of learning in every child by maintaining a positive atmosphere where students thrive and can achieve their very best as independent learners.

Mission and Core Values

Mission

The mission of the Thai Sikh International School is to provide a safe and caring environment which fosters academic success, celebrates diversity, promotes universal values and prepares students to be confident leaders in a global society.

Core Values

The Thai Sikh International School will motivate, encourage and prepare students to:

1. achieve academic success by promoting independent learning, innovation, critical thinking and research.
2. develop social skills, empathy, integrity and leadership qualities.
3. engage in an intercultural, multi-lingual global community.
4. embrace service in an inclusive interconnected world.
5. adopt a healthy and active lifestyle.



The School

Curriculum

TSIS follows the British national curriculum from Early Years Foundation Stage through to Key Stage 3, after which students are prepared for IGCSE and A-Level examinations. TSIS takes pride in the long list of students who have excelled in U.K. Board Examinations at these levels.

The British National Curriculum provides the school with an internationally recognised curriculum framework, tailored to meet TSIS values and setting. The programme meets the needs of the individual student and provides a rigorous academic programme at all levels.



In addition to Little Lions (Pre-Nursery), the Junior School comprises the first three Key Stages of the National Curriculum:

The Foundation Stage - Nursery / K1 and Reception / K2 (ages 3-5 years)

Key Stage 1 - Year 1 and Year 2 (ages 5-7 years)

Key Stage 2 - Years 3, 4, 5 and 6 (ages 7-11 years)



The Senior School comprises the following stages of the British National Curriculum:

Key Stage 3 - Years 7, 8 and 9

Key Stage 4 - Years 10 and 11 (IGCSE)

Key Stage 5 - Years 12 and 13 (AS and A Level)

The school's specialist music, PE and language teachers work alongside the class teachers to provide a well-structured program. In addition to Thai Language and Culture, TSIS offers Punjabi, Hindi and Chinese languages.

Extra-Curricular Activities Arts & Athletics

TSIS Extra-Curricular Activities (ECA) and Service-Learning programs ensure that students have a variety of opportunities to develop not only academically, but also socially and morally, so they are well prepared for the challenges in our fast-changing world.

TSIS sports teams compete with 10 other international schools in the Greater Bangkok Athletics Conference. The GBAC strives for healthy participation, friendly competition and an athlete's growth through a variety of sports throughout the academic year.



The Model United Nations program gives TSIS students an opportunity to enhance their skills in research, debate and diplomacy. Students integrate their learnings from across the curriculum to develop as potential world leaders.

Both the Junior and Senior Campus have active Student Council programs, providing opportunities for leadership, service and intercultural exchanges.



Accreditation & Affiliations

TSIS was accredited by Council of International Schools in 2013. Between 2018 and 2021, the school community is preparing for the school's reaccreditation. The lengthy accreditation process involves a four-day preparatory visit from CIS (October 2018), a self-study period by the school community (current). The process is collaborative and involves all stakeholders at the school (teachers, leaders, parents and students and the Board of Governors).

Additional accreditations and affiliations include:

- International Schools Association Thailand (ISAT)
- Office for National Education Standards and Quality Assessment (ONESQA)
- Greater Bangkok Athletics Conference (GBAC)
- Examination Boards - Cambridge International Examinations, Edexcel, AQA

Governance

The Board of Governors consists of professionals and business owners in the Thai Sikh community and is well-established, having maintained the sense of direction and continuity of the school for more than 30 years. The Chairman of the Board of Governors has held the position since the school's founding by the Thai Sikh Foundation, a registered body under the Royal Thai Government. A number of Board members have been closely involved with the school from its origins. All members of the Board of Governors demonstrate keen insight and in-depth knowledge of the school and the Thai Sikh community based on many years' experience supporting the school.



Professional Development

TSIS firmly believes students are not the only learners! With support from International Schools Services, the school and its leadership team continually seek ways to develop teachers' skills and ways of thinking - curriculum, pedagogy and child protection are some of the key areas.

Academic Calendar

TSIS operates on a school calendar which is typical of most UK Curriculum schools in Thailand. The academic year starts in mid-August and concludes in late-June.

Campus

Junior School

TSIS Junior School Campus is centrally located in the Wongwianyai district of Bangkok. The beautiful four-story building includes spacious classrooms, an assembly hall, an air-conditioned gymnasium, a library and a dining hall. Externally the school has a playground and swimming pool. There is also a carpark and drop-off area in the basement to ensure that children arrive and depart each day in complete safety.



Senior School

TSIS Senior School Campus is located on the south-eastern edge of Bangkok near Bangna. The school operates a shuttle service for students from Bearing BTS Station as well as minibus transportation for students.

The campus is set on 5 acres creating an ideal environment for students during their teenage years. In addition to spacious classrooms, the campus includes a library, a canteen, an indoor gymnasium, a field for cricket and football, covered courts for tennis, basketball and volleyball, and a 25 metre swimming pool.

Fast Facts

Year Established	1985
Accreditation Agency	CIS, ONESQA
School type	non-profit
Language of Instruction	English
Tuition (2020-2021)	210,000 - 231,000 ThB per year
Total Enrollment	260
Junior School Enrollment	160
Senior School Enrollment	100
Grades	Pre-Nursery - Year 13
Student Age Range	2 - 18 years
Number of Faculty	38
Faculty Nationalities	9

Application Instructions

Effective Date: August 1, 2021

Application Deadline: [November 13, 2020](#)

Dr. Beth Pfannl, Vice President, Administrative Searches & Governance Services, will serve as the lead consultant for the Thai Sikh International School Director/Senior 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 (please do not send a CV that has your photo*) to execsearch@iss.edu. You will be contacted by Ashley Wotowey regarding the next steps to follow for consideration.

**ISS takes all aspects of child safeguarding very seriously.
All candidates for employment will be rigorously screened.**

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

* ISS is committed to “Making a World of Difference” in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. One of our commitments is to remove photos in recruitment files. You can read more about our commitments here: <https://www.iss.edu/what-iss-will-do-now>.

