

Leadership Posting

Director of Inclusion and Challenge The International School of Brussels *Brussels, Belgium*

Application Deadline: January 31, 2021

Start Date: August 2021

Director of Inclusion and Challenge



Position overview

The Director of Inclusion and Challenge leads a number of critical areas related to our school mission. The Director oversees a well-established Student Support Services department that is also charged with developing and implementing two other whole school initiatives: a consistent approach to challenge for our more able students, and data systems that support the wise use of educational evidence to promote differentiation and enhanced student learning outcomes. A core responsibility of the Director is to align all these elements with our mission and vision, and increase the degree of personalized learning for students. The position in this form will exist for two years with a view to adjusting the role once data systems and approaches to challenge are fully established.

Student Support Services Programme Leadership

- Facilitate school-wide multidisciplinary teams comprising school psychologist, counselors, learning support teachers, and allied health service providers in the delivery of a vertically and horizontally aligned, structured programme of learning support services to ISB students.
- Support the admissions process, as necessary.
- Provide PreK through 12 leadership to Student Support Services staff including the development of vertically aligned, well-articulated policy and systems.
- Collaborate with leadership, counselors, teachers and parents/caregivers to ensure student social/emotional well-being is fully supported and help to

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develop strategies and interventions appropriate to individual student needs.

Challenge Programme Development and Leadership

- Develop a consistent approach to differentiation that ensures all students are appropriately challenged.
- Develop the challenge programme to be aligned with our inclusive approach.

Educational Data

- Develop whole school systems for gathering and analyzing student data and evidence of learning to inform strategic planning, instruction, programme design and evaluation.
- Work closely with the different school leaders to create data systems that support differentiation across the different schools.
- Approach the use of data wisely and in keeping with the ISB mission and values.

Required Position-Specific Skills and Qualifications

- Evidence of classroom success with differentiated instruction at all school levels
- Successful track record of international school leadership, ideally at both the system and school level
- Strong written, verbal, and digital communication skills
- Strong organizational skills
- Outcome focused with a strong appreciation for the importance of process
- Knowledge of and experience with multi-tiered systems of support for students with mild to intensive learning needs
- Ability to work with colleagues to develop educational data systems to support learning
- Experience in developing programmes to challenge a wider range of learners, including needs of the 'more able'
- Experience leading a team of educators, and strong facilitation skills leading multidisciplinary teams
- Demonstrated in-depth knowledge of teaching and learning processes, assessment, and instruction

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- Knowledge of and experience with curriculum development
- Demonstrated competency with facilitation and presentation skills for adult learners
- Master's degree in education and/or or a specialist certificate
- At least five years leadership experience (preferred) and experience in leading change in complex environments

The International School of Brussels is an equal opportunities employer and does not discriminate on the basis of race, colour, gender, sexual orientation, national origin, religion or marital status. ISB has established a rigorous vetting process and code of conduct for all employees with regard to child protection.

** This is a new job description, and the intention is that this will be developed with the successful candidate after the appointment is confirmed. Structures supporting this role will also be confirmed with the successful candidates, which could affect direct reports.*

** We fully anticipate that this job description will be adjusted over time, especially as systems for Challenge and Educational Data are implemented and mature.*

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Instructions

Interested applicants should submit a cover letter and CV addressed to the attention of James MacDonald, Director, to the following email address: recruitment@isb.be.

All application materials should be sent to the school as directed, not to ISS.

ISS is pleased to announce this leadership vacancy.
Learn more how ISS works with international schools around the globe to fill leadership positions.
www.iss.edu/services/administrative-recruitment

