

Leadership Search



Founding Head of School Achieve Xiamen International School *Xiamen, China*

Application Deadline October 10, 2020
Start Date: August 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

Introduction

International Schools Services (ISS) is pleased to announce its newest partnership in China. Achieve Xiamen International School (AXIS) is owned and operated by ISS in a joint venture with a committed local investor and will serve the expatriate and international community of the Xiamen region. This school is located in the heart of Xiamen and will bring ISS values and operating quality to the city. The Head of School will work closely with the ISS Asia Pacific Office to open the school from August 2021.

Mission, Vision, and Values

Vision

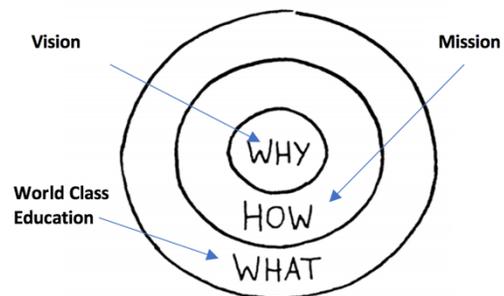
An AXIS student will be a bold and compassionate leader who engages in continuous learning.

Achieving this is Why our school exists

The Vision of our students describes four key elements.

1. To be **Bold** is to be courageous, confident and able to respond appropriately to challenges. AXIS students will be able to make informed and bold decisions.
2. **Compassion** motivates people to respond to the physical, mental, or emotional pains of another fostering empathy and a commitment to action.
3. A **Leader** is committed to a course of action through understanding of alternatives. Leadership has many forms; formal or informal, subtle and overt. Leaders understand themselves and how to inspire others.
4. A **Continuous Learner** always seeks knowledge, continually improving and so adding value to our local and global communities.

The Golden Circle



Mission

We partner with our community to inspire and support every student to find success and contribute to the ever-changing world.

This is **How** we operate.

We believe that...

1. Every student can learn
2. Success comes in many forms
3. Resilience is key to achievement
4. We are responsible for our actions
5. Effective relationships are built upon empathy
6. We are integral to a connected global community

Vision

Our **Mission** describes how we will achieve the **Vision** for our students.

Partner with our community. We actively and purposefully establish partnerships with AXIS families and organizations within Xiamen to ensure a relevant and engaging educational program. We invest in building strong and sustained relationships that will build a sense of belonging and benefit all members of our community.

Inspire and support every student. Learning is an active process that comes from curiosity. We explicitly create environments that motivate the pursuit of understanding and we ensure that all students have the resources needed to fully engage in learning.

Find success and contribute to an ever-changing world. Success is an individual measure. We appreciate the gifts of all people and support our students to identify, build and share talents which make the world a better place.

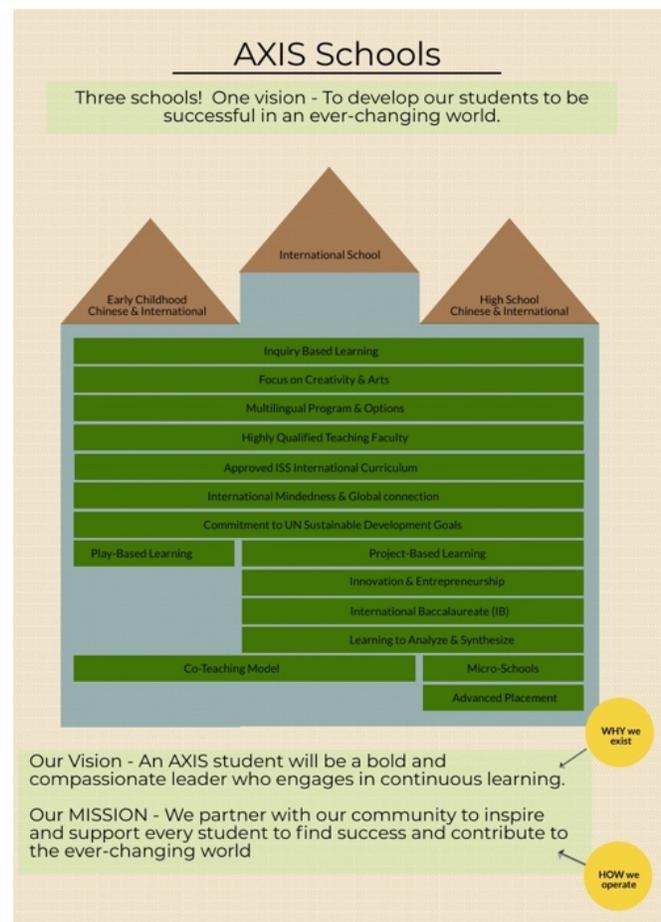
The School

School Overview

AXIS is three schools in one. The main school is an international school for students in grades K-12. This school is open to students with foreign passports and will follow an international curriculum. Additionally, AXIS will operate an early years program for children aged 3-5. This program will be bilingual and will be open to Chinese and foreign passport holders. The third school will be an English-language high school, also be open to Chinese and foreign passport holders.

Curriculum

The AXIS curriculum is student-centered; our students are at the center of everything we do. Student-centered curriculum is defined by the student's ability to construct meaning of content through their passions. The teacher guides students in their learning toward commonly understood goals. As a student-centered school, we implement an inquiry-based instructional model. Using this model, teachers guide students through questions,



explorations, and real-life examples and students actively explore investigations to construct meaning.

Our curriculum is aligned to the US Common Core standards. Teachers use backward planning design, also known as Understanding by Design (UBD). Learning is best demonstrated through application of content knowledge across multiple disciplines.

Once referred to as 21st Century Skills or Soft Skills importance is given to dispositions or habits of mind like persistence, agility & flexibility, motivation & drive to learn, metacognition (thinking about one's thinking), problem-solving & questioning.

Along with skills and dispositions, an important element in the growth and development of children is social and emotional learning (SEL). We model and develop things empathy and how to manage emotions. In an international school, it is important that students develop self-awareness, understand others, know what they value, and how to work toward a common goal.

AXIS is not a school where students open a textbook and methodically work through to an end. We embrace a variety of sources to provide context, confirmation, counterclaims and ensure that students are equipped with critical thinking skills. Synthesis and analysis of learning is where understanding thrives.

The use of technology is integrated as an amplifier of learning.

AXIS will offer the International Baccalaureate (IB) PYP and DP programs to our students. In addition, we will offer select Advanced Placement (AP) courses for students in the high school. It is our desire and intent to offer multiple pathways for students.

Co-Curricular Activities

As a start-up school we will offer a limited range of co-curricular activities in the founding years, however there will be a focus on providing a truly international program of partnerships and leveraging the local community for broad co-curricular relevance.

Students

Students will be drawn from the city and region. Students in the compulsory Chinese curriculum years (1-9) must hold a foreign passport to be eligible to be enrolled. The school will be an attractive option for students from the significant international business community, and to families of students from the Fujian province.

Faculty

The school will recruit faculty and staff from the resources of ISS and regionally and will provide the educational environment that schools managed by ISS are expected to provide.

Governance

A Board provides the governance and guidance to the Head of School. The Board consists of investor and ISS Asia Pacific membership providing both local context and educational expertise.

Academic Calendar

The school calendar will typically provide for 190 contract days for faculty and will reflect the mid-August – mid June schedule of most international schools in the region.

Campus

Facilities

The campus is located in prime position on the island of Xiamen and has more than 26,000 m² of educational space. Purpose built for international education, the spaces are designed for inquiry, curiosity, and engagement. The school incorporates dormitory facilities to house regional students in grades 9-12.

Location

Xiamen, also formerly known as Amoy, is emerging as one of China's top cities and is a tourist destination because of its "lengthy seaside promenade and European City architecture." (source: <https://www.lonelyplanet.com/china/fujian/xiamen>)

Known for lush gardens and excellent infrastructure, this seaside city is the closest mainland port to Taiwan. With a fascinating history, long established global connections and a commitment to sustainable growth, it is a very livable destination.

The main island of Xiamen hosts a booming shipping port with many international businesses in the area. The city is well developed with multiple high-speed train connections, a modern metro system, five-star hotels, and shopping centers. The smaller island of Gulangyu is a highlight for visitors with many old buildings, lush gardens and beautiful beaches.

Position Overview

Utilizing the well-established ISS protocols for new schools, the Founding Head will be the educational and administrative leader of the school from the opening in August 2021. The Head of School will oversee the implementation of Board Policy and manage the delivery of a quality program which reflects the Mission and Vision. As leader, the Head will prepare strategic plans and work with the staff, families and broader community to promote the school and international education. In collaboration with the Asia Pacific Office, the Head may help design and execute marketing and admissions processes, recruit new staff, and carry out other related processes to prepare the school for opening.

Qualities

- A committed educator and continuous learner
- A visionary and inspirational leader
- A confident, collaborative decision-maker
- An outstanding communicator
- A leader with strong interpersonal skills
- A leader with strong financial, organizational, HR, marketing, and management skills

Experience

- Experience in school development including curriculum, facilities, finance, communications/marketing, and staffing; experience with school startups would be helpful
- Experience in school accreditation
- Experience with strategic and project planning and execution
- Resilience and commitment in achieving goals
- Proven success in recruitment in an international setting
- Experience with American curriculum models
- Proven experience and success as an instructional leader
- Experience with and a commitment to innovation and technology in education

Academic & Professional Qualifications

- An advanced educational degree, with a credential in Administration
- Previous successful experience in executive or administrative roles
- Oversees experience (particularly in China) is desirable

Salary & Benefits

An initial, multi-year and renewable contract offers a regionally competitive package of compensation and benefits commensurate with the responsibilities of the position.

Application Instructions

Effective Date: August 2021

Application Deadline: [October 10, 2020](#)

Dr. Beth Pfannl will serve as the lead consultant for the Achieve Xiamen International School Founding Head of School search. She will be assisted by Ms. Pauline O'Brien, Mr. David Randall and Ms. Ashley Wotowey.

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 picture*) 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 Achieve Xiamen International School 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>.