

Leadership Search



Primary School Principal Pechersk School International *Kyiv, Ukraine*



Application Deadline: September 18, 2020
Start Date: August 1, 2021

ISS is pleased to conduct this full search.
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Introduction

PSI - 'A Place Where We Belong.' Our school motto emphasizes our commitment to developing and maintaining warm, caring relationships in a safe, joyful environment where students feel secure, appreciated and motivated to learn.

Mission, Vision, and Core Values



Mission

Pechersk School International is a diverse learning community which provides an academically challenging programme in a student-centred environment. As an IB world school, PSI is committed to developing well-rounded global citizens by promoting personal excellence in the classroom and beyond.

Vision

We grow. We lead. We succeed.

Core Values

INTEGRITY, HONESTY, TRUST - We value acting on strong moral principles that build trust within our community.

RESPECT, EMPATHY, TOLERANCE - We value respect and understanding for each other's individualities, cultures, beliefs, ideas and needs.

DIVERSITY, EQUITY, INCLUSION - We value a diverse community where everyone is safe, included, appreciated, and feels free to be themselves.

HAPPINESS, JOY - We value a joyful environment that promotes a happy and motivated community.

PASSION - We value creativity, inspiration and passion in everything we do.

The School

History

In 1995, a group of parents from the diplomatic and business community, seeking a genuinely international education for their children, opened PSI with just 47 students.

PSI continues to serve international and national families in Kyiv. With 70% of the student population drawn from the expatriate diplomatic, government and business communities, PSI today is a modern, comprehensive, co-educational day school serving approximately 500 students by providing an international curriculum in an English-language environment.

The name Pechersk has been retained in reference to the location of the original school site in the district of Pechersk. In addition, it is the area of Kyiv known historically as the city's centre of learning, reflecting the discipline and integrity of the scholarship practiced at the famous Pechersk Lavra, now a UNESCO World Heritage Site.

School Overview

A hallmark of PSI is its strong professional culture. We benefit from exceptional, well-qualified and experienced faculty members who work collaboratively to offer students a first-class educational experience. This experience is further enhanced by our optimal class sizes, extensive teaching resources, and high-quality facilities. Guided by our vision, we inspire our learners to grow, to lead and to succeed, by embracing the full range of academic, artistic, athletic and service-centred opportunities on offer.



Students are encouraged to explore and develop their abilities, interests and passions to the fullest. Our extensive Co-curricular Programme provides students with access to a wide range of clubs and sports, including drama, music, student leadership roles, community service activities and overseas sports competitions.

Coming to PSI and living in Kyiv are opportunities not to be missed.



Curriculum

PSI is the only international school in Ukraine authorised to offer the PYP, MYP and DP programmes of the International Baccalaureate® (IB). This is only possible through a rigorous process of application and regular review for quality assurance. As a member school of the IB global learning community, we share a common commitment to the goals of the International Baccalaureate, which complement those of Pechersk School International.

Technology

PSI utilises technology to enhance learning and overall school operations. Technology is an integral part of everyday school life. The aim of our approach is for all students and staff to become self-sufficient, confident, proficient, and creative in their use of technology. We have a Bring Your Own Device (BYOD) approach for Grades 4-12. We utilize Veracross as our school information system and have recently introduced Toddle as our learning management system. The Google suite is also utilized across the school.

Arts, Athletics, & After School Activities

The arts are an integral part of life at PSI. Primary and Secondary School assemblies, plays and concerts celebrate the performing arts, while displays of student drawings, paintings and sculptures are prominent throughout our campus and demonstrate our commitment to the visual arts. During the 2019-20 school year, we were proud to successfully host the International Schools Theatre Association Festival.



PSI recognises the importance of physical activity in providing students with important opportunities for a total education. These activities teach students lifetime values such as commitment, discipline, hard work, leadership, teamwork, and physical fitness, all of which provide the foundation for academic success.

In addition to its academic curriculum, PSI offers a comprehensive programme of After School and Saturday Activities for students from Kindergarten to Grade 12.

Activities include arts and crafts, performing arts, musical pursuits, both indoor and outdoor physical activities, mother tongue enrichment, movement and dance as well as interest clubs. PSI also participates in international Math and Knowledge Bowl competitions and Model United Nations events through the Central and Eastern European Schools Association (CEESA). The Primary School ECA football and basketball teams also participate in local tournaments with invited schools.

There are annual musical and drama productions and performances in both Secondary and Primary during the course of the year. In addition, PSI is a member of the International Schools Theatre Association (ISTA) and travels each year to drama festivals worldwide. These activities are valued experiences in the holistic development of our students, and all are encouraged to participate.

Community

In addition to our high educational standards, PSI is well known for establishing a sense of belonging and community in a multicultural environment. Our motto, 'A Place Where We Belong', is something we take very seriously. OUR PTA is a very active and inclusive group that works tirelessly to enhance the community experience. Support for service learning is also strong and a hallmark of PSI.

Faculty

PSI ensures that student learning is engaging, relevant, challenging and significant. To this end, our teachers are certified, experienced and committed professionals.



The majority of teachers hold advanced degrees in education and specialist fields from a range of universities in North America, Europe and Australasia.

We employ our expatriate teachers from recognised international school recruitment organisations that rigorously screen the background and experience of candidates.

Administration

The PSI Administrative Team consists of faculty and staff members who lead and manage the School in an open, empathetic, inclusive and caring manner; the mission and core values of the school are central to the decision-making processes. The team consists of the director, section principals, director of learning, International Baccalaureate coordinators, director of technology, athletics director, business office manager, communications and marketing manager and the operations manager.

Governance

Pechersk School International, Kyiv is a not-for-profit entity incorporated both outside Ukraine and registered in Ukraine.

The Board of Governors consists of twelve voting members. In addition, three non-voting, ex-officio members are appointed automatically each year: the director of the school, a teacher representative elected by the teaching faculty of the school, and a representative from the Parent Teacher Association (PTA).

All voting Board members must be PSI parents. The PSI Board of Governors is responsible for the determination of the school's policies, the approval of the budget, setting the strategic priorities for the school, and the appointment and evaluation of the school's director.



Professional Development

We provide regular professional training for all staff to update their skills in the best international school practices, in turn enabling all students to reach their highest potential. We have a Teacher Growth Programme that enables faculty to pursue their passions and advance our progress towards our strategic goals.

Accreditation, Affiliations & Sponsorship

PSI is the only school in Ukraine to hold dual international school accreditation with the Council of International Schools (CIS) in Europe and the New England Association of Schools and Colleges (NEASC) in the United States. This means that we must maintain the highest possible international standards for teaching and learning, as well as for the facilities, extracurricular activities and the environment that makes us so special.

PSI is also supported by the U.S. Department of State Office of Overseas Schools and is authorised by the Ministry of Education in Ukraine.

In addition, PSI is also a member of the European Council of International School (ECIS) and the Central and Eastern European Schools Association (CEESA). These affiliations provide our students with the opportunity to participate in international sporting, cultural, and academic events within the European international schools network. They afford our staff with professional training by recognised international teaching consultants and organisations.



Academic Calendar

PSI publishes a one-page academic calendar that includes all holiday breaks and non-school days.

The calendar for the following school year, is approved by the Board of Governors at the November Board meeting. It is available on the PSI website.

Primary School

PSI believes that students learn best when education is authentic, conceptual and transdisciplinary. We have chosen the IB PYP because it provides a framework for PSI to develop a coherent programme of international education that places the student in the centre of the learning process. The PYP offers a balanced approach to developing relevant knowledge, skills, concepts and positive learning attitudes that can lead students to take action.



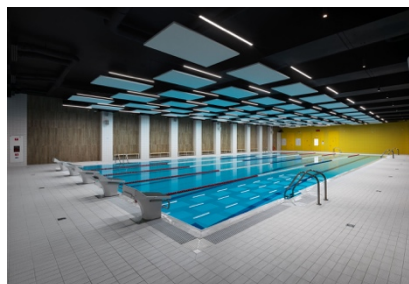
PSI ensures that student learning is engaging, relevant, challenging and significant. The School's programme of inquiry is transdisciplinary in that it recognises a range of global themes that incorporate the traditional subject areas of math, language, social studies and science. The programme of inquiry is developed from six themes that allow students to explore concepts from a variety of perspectives, both local and global. The programme of inquiry ensures that students will:

- Develop conceptual understandings
- Research issues of personal, local and global significance
- Develop positive attitudes towards people, towards the environment and towards learning
- Develop a range of transdisciplinary skills
- Have a range of opportunities to engage in meaningful action

Campus

Facilities

We remain delighted with the campus renovations completed in 2017. These added a new, state of the art, multi-purpose building, enhancing what we offer to the entire school community. The campus now houses three blocks for our Primary and Secondary Schools, with specialist facilities that provide ample space and flexibility for events, meetings and extracurricular activities. We enjoy a beautiful swimming pool, well-resourced auditorium, dance studio and much more. Our whole community enjoys our We Belong Cafe, located near the main Reception area.



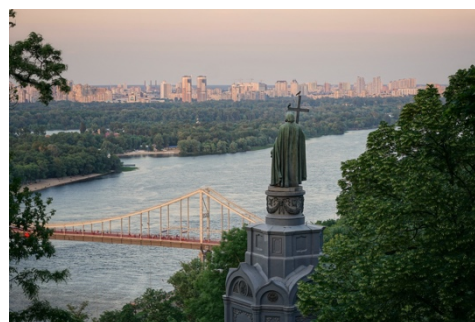
Location

PSI is conveniently located in the residential neighbourhood of Holosiivska. Our campus is easily accessible from Kyiv city centre by public transport or by our private school bus system. Both the Holosiivska and Demiivska blue line Metro stations are a short walk from school.

City, State, & Country Information

Kyiv is described in the Lonely Planet guide as, 'the awe-inspiring, monumental capital' of Ukraine; it is a splendid and dynamic place to live! The city is at the centre of the country's economic growth, providing a modern lifestyle set in an historic city and beautiful natural location on the leafy banks of the Dnipro River.

The city's beauty is best appreciated in the city centre. It is here that you will find the restaurants, monuments, museums, parks, theatres, shops and boutiques that locals and expatriates frequent. The general ambience of the city centre is one of genteel, historic charm and modern development.



Fast Facts

Year Established	1995
Accreditation Agency	CIS, NEASC, IB
School type	International, not-for-profit, IB World School
Language of Instruction	English
Total Enrollment (2019-2020)	506
Lower School Enrollment	274
Middle School Enrollment	179
Upper School Enrollment	53
Student Age Range	3 to 18 years
Average % Home Country Nationals	30%
Student Nationalities	49 - larger group representation: Ukraine, USA and Canada. No one group exceeds 30% of the whole population
Average Class Size	16
Student to Teacher ratio	7:1
Percentage of Annual Student Turnover	8-10%
Number of Faculty	68 teachers and 34 teaching assistants
Faculty Nationalities	US, UK, Ukraine, Ireland, Canada, New Zealand, Australia, Spain, France, Mexico, Turkey, Hungary, Colombia
Percentage of Annual Faculty Turnover	7-11%
Number of Board Trustees	12
Tuition	\$19, 542 USD - \$27, 472 USD depending on grade level
Annual Operating Budget	\$10,841,664 USD

Position Overview

Position Title: Primary Principal

Reports To: Director

Coordinates With: Secondary Principal, Director of Learning

Time Period: Three years - Initial Contract

The outcomes and actions required of this position are as follows;

Student Learning Programmes

- Oversees the planning, implementation and evaluation of the school's IB Primary Years Programme. This includes the process of curriculum review, documentation of performance standards and implementation of the School's instructional programme
- Oversees the development of a master schedule, extracurricular activity programme and Primary School Events Calendar each school year
- Monitors, evaluates and reviews the assessment strategies used in the IB Programme and ensures that all teachers know, understand and use the School's assessment and reporting guidelines
- Organises any internal and external examination arrangements in conjunction with the PYP Coordinator
- Plans, staffs and evaluates appropriate out of school visits
- Participates in the Learning Resource Team with the Primary counsellor and Learning Resource teacher
- Reviews the results of student learning including review of grades, standardised test results and other relevant data
- Provides leadership in the regular and on-going cycle of the school's accreditation with the IB, CIS and NEASC

Personnel Management and Professional Development

- Participates in and advises the director in the hiring of faculty, including attending overseas recruitment fairs, as required
- Interviews and selects local hire faculty and staff
- Assists in the preparation and implementation of the orientation programme for new faculty
- Oversees the arrangement for teacher substitution
- Evaluates teaching faculty and non-teaching staff in the Primary School. This involves working closely with faculty in overseeing the setting and review of annual professional goals in a timely manner.
- Conducts regularly scheduled faculty management and planning meetings
- Oversees, through planning and organisation, the professional development of all faculty and staff
- Regularly reviews and updates handbooks relevant to the Primary School

Students

- Oversees the admission process of new students. This includes the recommendation for admission of students and grade level placement based on a review of school records, screening tests and reports.
- Administers all policies affecting students

Parent/Community Liaison

- Maintains productive, on-going dialogue with parents throughout the school year in promoting a positive attitude towards the School
- Leads or coordinates special school events, (e.g. assemblies, Back to School Night)
- Attends whole school parent meetings as required
- Organises and leads school Parent Education Tuesdays and other information meetings with parents
- Contributes regularly to the PSI Newsletter, PSI Life Magazine and the annual School Yearbook

Other Administrative Responsibilities

- Assumes leadership responsibility for the management of the school in instances of absence of the director
- Coordinates requests for the academic budget based on curriculum programme needs
- Assists in the maintenance of an orderly, safe and secure campus environment

Other

- Follows the guidelines of the school's protective behaviour policies and protocols, including reporting any situation that might constitute a health and/or safety hazard to students or school employees
- Performs other duties as reasonably assigned by the director

Salary & Benefits

Salary will be competitive and depend upon the qualifications and experience of the successful candidate.

Application Instructions

Effective Date: August 1, 2021

Application Deadline: September 18, 2020

ISS Director for Administrative Searches & Governance Services, Pauline O'Brien, will serve as the lead consultant for Pechersk School International Primary 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 to pobrien@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 Pechersk School International reserve the right to close the selection process at any time if an ideal candidate is found.