

Leadership Search



Secondary Principal Istanbul International Community School

Istanbul, Turkey

Application Deadline: October 26, 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

Introduction

Founded in 1911 as Robert College Community School with the aim to educate the children of the Robert College faculty, the school has maintained a century-long tradition of academic excellence. Today, IICS is an independent, non-profit, [fully accredited school \(CIS/NEASC\)](#), [authorized to offer all three IB programs](#). IICS offers a progressive and forward-thinking education, a collaborative and friendly work environment, with a focus on strong student-teacher relationships. IICS strongly believes in its mission, vision and philosophy and that all decisions be made with those in mind for the benefit of its students.



Mission & Vision

Mission

Through its challenging curriculum and strong staff-student relationships, IICS provides a caring environment that inspires each student to excel and to be inquisitive, creative, compassionate, balanced and internationally minded.

Vision

The be an exceptional, forward thinking not-for-profit international school community in every respect.

IICS aims to be a top international school—not just in our region, but among the best international



schools worldwide. To provide the best education to meet the needs of every learner is the target that directs all our planning and action as an educational institution. Every learner should be empowered. We are a heterogeneous community with students representing more than 62 nationalities, many of whom have multi-country experience. This wealth of diversity offers us opportunities and challenges to continually improve our academic offerings to ensure our community of learners is empowered and engaged in their academic journey.

The School

School Overview

Istanbul International Community School is one of the oldest and most respected international schools in the world. More than 500 students representing 62 nationalities immerse themselves in a child-centered, safe, and challenging environment where they are able to achieve their true potential. At IICS students are not only academically prepared through a rigorous curriculum but are also actively engaged in the myriad of activities offered at the school.

The school has two divisions: Primary School (Early Years-Grade 6) and Secondary School (Grades 7-12). The language of instruction at IICS is English. IICS offers impressive facilities, a friendly environment, engaged and enthusiastic students, and an involved parent body. The IICS learning experience is designed as a continuous journey of self-development from Early Years through Grade 12.



History

IICS is one of the oldest international schools in the world, we have now been around for more than a century. To give a frame of reference for this longevity, in 1911 when our school was founded --as it was originally named, Robert College Community School (RCCS)-- Turkey's ruler was Mehmed V Reshad, the 35th Sultan of the Ottoman Empire. There would be one more sultan and one more caliph before 1923, when our school would witness the end of a six-hundred-year-old empire and the birth of a new republic. Our school was started as the international sister school for the children of Robert College's foreign teachers. Established in 1863 as a school for Turkish children, Robert



College is the oldest extant American college located off American soil and we share a long, rich history. Over the years, IICS has gone through the transformation from being Robert College's sister school to a school serving all of Istanbul's expatriate students and we changed our name to reflect this. We hold the distinction of being one of the first schools in the world to become authorized to offer all three International Baccalaureate programs. Since 1911, generations of international students have sparked their passion for learning at IICS, as will many generations to come.



Curriculum

The curriculum at IICS consists of the International Baccalaureate's three programs and is designed to support a developmental, student-centered, interdisciplinary approach. • The Primary Years Program (PYP) for pupils aged 3 to 12 focuses on the development of the whole child in the classroom and in the world outside. • The Middle Years Program (MYP) for students aged 12 to 16 provides a framework of academic challenge and life skills

through embracing and transcending traditional school subjects. • The Diploma Program (DP) for students aged 16 to 19 is a demanding two-year curriculum that meets the needs of highly motivated students and leads to a qualification that is recognized by leading universities around the world.

Extra-Curricular Activities

IICS offers a myriad of athletic, fine and performing arts, academic, and leadership opportunities for students who participate in both CEESA (Central and Eastern Europe Schools Association) and TISL (Turkish International School League).



Students

IICS currently enrolls more than 500 students representing 60+ nationalities from Early Years 3 through Grade 12 on two separate campuses (Marmara, Hisar). There are nearly 250 students in the secondary school. Approximately two-thirds are from multi-national corporations and diplomatic communities with the other third coming from permanent residents with dual nationalities.

Faculty

IICS selects teachers by recruiting internationally, from recruitment fairs throughout the world; it's very important that we have an international - and internationally experienced - staff, both to reflect our mission and to reflect the multicultural population of our students. The faculty is typically represented by more than 14 nations and over the past five years, teacher experience has averaged 16 years with more than 55% of teachers holding a master's degree or higher.



Professional Development

IICS actively supports and participates in CEESA professional development conferences and workshops for teachers. IICS selects faculty members who are qualified to teach in their area. To keep our teachers updated in the latest in pedagogical research, we offer ongoing professional development both on campus and abroad. Teachers who attend trainings share their knowledge with their colleagues at IICS for the betterment of the whole school. Additionally, IICS faculty also provide educational expertise to others by speaking at international workshops or holding inhouse trainings.

Secondary School

Overview

The IICS secondary school division is home to 250 students in grades 7 through 12. All secondary classes are held on the Marmara campus nestled between the growing Istanbul suburbs and the beautiful farms annually in bloom with sunflowers. The main building houses purpose-built classrooms organized by department, science laboratories, nurse facilities, a recently renovated theater and cafeteria. Separate facilities house the art and design rooms. Two gyms, several outside basketball and tennis courts, and a soccer field complete the luxurious campus.



The normal school day runs from 8:30, starting with homeroom, through 3:00 p.m. with after school activities and athletics continuing until 4:30 p.m. As most of our students and many of our faculty use school bus transportation there are minimal evening and weekend events. Students have an eight-block rotational schedule with four blocks each day. Wednesdays have shortened class periods to provide for grade level community time activities and an early dismissal at 2:30 p.m. to provide for teacher professional development and meetings.



Graduating seniors will obtain an IICS diploma and may, depending upon their interest and future plans, earn several IB certificates or take the full IB DP program. Even with a relatively small secondary student enrollment, IICS is able to provide appropriate courses to meet these varied demands. In addition, IICS is able to provide students with support services and an EAL program. A social and emotional counselor and a college placement counselor complete our comprehensive program.

Campus

Facilities

The secondary school is located on the Marmara Campus, a purpose-built facility with more than 16 hectares (40 acres) of land. Opening in 1999, the picturesque campus is situated among the rolling hills west of Istanbul just a few hours' drive from both the Greek and Bulgarian borders.



Location

Istanbul, once touted as the “envy of kings”, offers a lively multicultural atmosphere. Ranked #3 country destination in [Conde Nast’s 2011 Readers’ Travel Awards](#), Istanbul has also been named by Travel & Leisure as the [#2 Top City in Europe](#) and [#3 Best City in the World](#). Istanbul was selected as the European Culture Capital for 2010.

Turkey is a mesmerizing country known for its history, culture, gastronomy, and diverse geography. Travel opportunities within the country are plentiful while Istanbul serves as a central hub for travel to almost any destination in the world.



Fast Facts

Year Established	1911
Accreditation Agency	CIS, NEASC, IB
School type	Independent, non-profit
Language of Instruction	English
Total Enrollment	500
Primary School Enrollment	250
Secondary School Enrollment	250
Grades	Early Years 3 - Grade 12
Student Age Range	Age 3-19
Student Nationalities	60+
Student to Teacher ratio	7:1
Number of Faculty	95
Percentage of Annual Student Turnover	22%



Position Overview

Qualifications

Required:

- Master's Degree in Educational Leadership (or comparable)
- Administrative certificate or endorsement
- Previous experience as principal or assistant principal
- Minimum 2 years teaching experience

Experience & Skills

Preferred:

- 3+ years leadership experience
- 5+ years teaching
- International school experience
- In-depth knowledge and experience in the MYP and DP
- Proven relationship builder with students, staff and school community
- Experience hiring and retaining best fit candidates
- Progressive and forward-thinking leader
- Active participant and supporter for athletics and extra-curricular activities
- Adept at the effective use of technology in schools

Professional Qualities

- Visionary instructional leader with a developed philosophy of education
- Passionate about educating students to become global citizens
- Visible team and community builder and connector
- Ethical and decisive decision maker
- Strong verbal and written communication skills
- Diplomatic and culturally competent
- Commitment to well-being for staff and students

Personal Attributes

- Fair, firm and caring
- Honest and transparent
- Open and friendly
- Energetic self-starter
- Collaborative and focused

Salary & Benefits

Salary and benefits (tax free) are highly competitive with significant savings potential. Benefits include furnished housing, international and local health insurance, retirement contribution, annual home leave, annual airfare, moving allowance and tuition benefits for two qualified school age dependents (EY3-Grade 12).

Application Instructions

Effective Date: August 1, 2021

Application Deadline: October 26, 2020

Ms. Pauline O'Brien, Director, Administrative Searches & Governance Services, will serve as the lead consultant for the Istanbul International Community School Secondary Principal search. She will be assisted by Dr. Beth Pfannl, 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 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 Istanbul International Community 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>.