

Leadership Posting



Academic Director
School of the Nations

Brasília, Brazil

Application Deadline: September 17, 2021
Start Date: July 10, 2022

Introduction

School of the Nations is a private, not-for-profit, coeducational, bilingual (English & Portuguese) international day school that offers an educational program from Nursery through Grade 12.

The School was founded in 1980. It was envisioned to be a school where children from different countries and backgrounds could learn to live peacefully together as "world citizens" in a safe, healthy, happy environment while excelling academically through a challenging curriculum integrated with values and ethics.



There is a twofold purpose in our educational programs for students' development and learning. One is to develop and empower the individual. The other focuses on the ultimate purpose of human life: love toward others and service to humankind. Our responsibility in this age of global interconnectedness is not for our advancement alone but to contribute to bettering society. Thus, we seek to develop both academic and moral excellence in our students; to cultivate their potentials, which include character, virtues, values, knowledge, and understanding. Our students graduate trilingual and, most importantly, with competencies to enter universities of their choice in Brazil and abroad and assume active, caring, responsible roles in society.

Campus

The School has two campuses—the Early Childhood Campus for Nursery through Grade 1 and the Main Campus for Grades 2–12.

Mission, Vision, and Values

Mission

School of the Nations educates students to be world citizens based on academic, bilingual, and ethical excellence to develop their capacities to know, love, and serve humankind.

Vision



School of the Nations strives to be exemplary among Brazilian and International schools for its commitment to world citizenship and for helping young people develop outstanding academic, ethical, and spiritual qualities and a clear understanding of their roles in building a better world.

Values

The School of the Nations is inspired in the values and principles of the [Bahá'í Faith](#) such as; the oneness of God, humankind, and religion; unity in diversity; the elimination of all forms of prejudice; equality of men and women; the essential nobility of man; independent

investigation of truth; and service to humankind as the primary purpose of life.

The School

Students

In 2020-2021, the average number of students per class at School of the Nations was 18. Our student body represented 29 countries, including Brazil. 9.7% of our students were from countries other than Brazil. Seven hundred students are enrolled at School of the Nations for 2021-2022.



Faculty

The School has 80 teachers on staff, 3% of whom hold a Ph.D., 43% Master's degrees, 16% postgraduate degrees, and the remainder Bachelor's. Twenty teachers (25%) are foreign nationals.

Governance

The School Board of School of the Nations is ultimately responsible for all School concerns. It has the mission to uphold the Bahá'í-inspired principles upon which the School was founded, determine policy and to oversee the School's long-range strategic goals and school improvement plans.

Accreditation

School of the Nations is accredited internationally by [Cognia](#) and nationally by the Secretary of Education of the Federal District.

Affiliations:

The School is affiliated with [AMISA](#), [AISH](#), AASB, [PTC](#), [NWEA](#), [SUNY](#), [NBOA](#)...

Curriculum

The school's curriculum has been intentionally designed to promote the mission of the school and foster students' growth. School of the Nations can maintain top-notch educational standards and high moral values through its unique curriculum that was inspired by elements from different curricula, such as the Common Core, the Brazilian National Core Curriculum, Next Generation Science, Aero, and others. The school has transitioned to standards-based grading and competency-based education and is in constant improvement of its assessment and reporting system. In 2021-2022, the school will implement a rolling gradebook to better focus on students' growth and learning while maintaining its high expectations. We combine internal and external assessment to triangulate data and ensure our students thrive in any of their future endeavors while stressing the importance of a balanced, well-rounded program.



Professional Development

School of the Nations provides annual high-quality, on-campus, professional development opportunities through in-service training weeks, workshops with international and local consultants, teachers teaching teachers, and professional learning communities.

Since 2015, School of the Nations has offered three consecutive Master's Degree Programs in educational leadership through a partnership with the State University of New York at Buffalo State (SUNY). Allowing approximately 75 members of our educational staff, both international and local, to earn their Master's Degree. The School subsidizes a large part of the cost for its employees.



School Calendar

The school year consists of 200 school days and is divided into two semesters—the first, from August to December, and the second, from January to June.



Early Childhood Education

At School of the Nations, educating future citizens of the world begins at our Early Childhood campus, located across the street from our main campus. We offer an international, bilingual, Reggio-Emilia inspired program for children from 2 to 6 years old. Our educational program promotes children's abilities to think, learn, and love in a context of service to humanity.

We focus on developing the whole child. Cognitive, social-emotional, physical, and spiritual aspects of children's development are equally important to us. We encourage the use of

multisensory teaching and project-based learning. Students best learn about themselves and their world through play, exploration, and inquiry.

Our special campus, with its fruit trees, flowers, pets, and organic gardens provides the ideal setting for children to learn to love and respect one another and nature. Planting and caring for the garden and animals reinforce the relationship between humankind and nature and encourage healthy, positive lifestyles. We have a real kitchen for children to learn to cook, various playgrounds, and other interactive environments



Elementary School

Students in Elementary School experience physical and intellectual growth while developing their curiosity and desire to discover. Students engage in diverse and rich learning in a warm, caring, and family-like environment. School of the Nations promotes a positive learning environment through Positive Discipline, in which relationships are based on mutual respect, cooperation, effective communication, and care.

Our dual-language program aims to develop students' bilingualism and biliteracy, academic achievement, and cross-cultural competencies. All classes help cultivate respect, cooperation, friendship, and other virtues, which we refer to as "Virtues for Life." Interdisciplinary projects, which emphasize critical thinking and problem solving, help develop students' talents and encourage cooperation, unity, and appreciation for diversity by addressing a wide variety of themes, such as moral values, health, ecology, cultural pluralism, peace, and the physical, emotional, and cognitive changes that are hallmarks of the elementary years.



Middle School

School of the Nations' Middle School Program, for students in grades 6 through 8, builds on the foundations of integral education from Elementary School. We provide rigorous, bilingual, college-preparatory academic programs balanced with social, moral, artistic and physical education. Our National and International Programs aim at preparing students for success in higher grades and developing students' abilities to contribute to bettering the world.

Middle School is a time of transformation during which students are becoming young adolescents. They become more reflective, aware of their social responsibilities, and competent in developing their skills 'to learn how to learn' and 'learn how to be.' We value and empower student voice and choice throughout the curriculum and we prioritize project-based learning, critical thinking, and collaborative learning.

Some highlights of the Middle School Program include:

- The promotion of bilingualism through a dual immersion program in which instruction is delivered in English and Portuguese.
- Our Junior Youth Program that inspires character development and focuses on moral education and values.
- A daily Homeroom/Advisory program that is based on the CASEL model of social-emotional learning.
- After school study halls for extra reinforcement and support in core subject areas.
- Spanish class as a third language.
- A highly qualified and experienced counseling and learning support team.



High School

Both our International and Bilingual High School Programs prepare students to enter colleges and universities of their choice. Both programs offer students rigorous standards-based courses, including 20 Advanced Placement (AP) courses taught on campus. School of the Nations is the school with the highest number of AP's taught in Brazil. In 2020, 81 students took 150 AP Exams, and 86.4% of exams received scores of 3 or higher. As well as that, 27 students earned 44 Advanced Placement Awards in the same year.

School of the Nations also offers the AP Capstone Diploma Program of the College Board. Students take AP Seminar in Grade 11 and AP Research in Grade 12. Students who earn a score of 3 or higher in both AP Seminar and AP Research and on four additional AP Exams of their choice are granted the AP Capstone Diploma by the College Board

We are also an official testing centre for the College Board that offers both the PSAT and the SAT on Campus. Twenty-four students in the Class of 2020 took the SAT. The two highest scores on the SAT were 1,420 (98th percentile). In 2021 one of our students earned the highest SAT score in our School's history, by scoring 1,560, putting her in the 99th percentile.

Students in our Bilingual Program are accepted not only to top Brazilian universities but also to universities abroad because they earn both the US and Brazilian High School diplomas upon meeting graduation requirements for each. Similarly, students in our International Program pass the college entrance exams (Vestibular, PAS and ENEM) at the University of Brasília and other

Federal universities in Brazil. Our College Counseling Department guides students and families throughout the process. Regardless of which High School Program a student chooses, students in both programs take many classes together, as well as share projects, underpinned by strong Social-Emotional and Moral Education Programs.

Position Overview

The Academic Director is responsible for establishing mission-inspired, measurable and achievable goals for student academic achievement, student academic growth, teacher performance, and school culture; developing and evaluating instructional leadership team members through formative and summative feedback and guidance on strategies to achieve professional and program goals; evaluating and developing instructional leaders on creating and maintaining strong curriculum and assessment practices that support school improvement goal progress; and developing instructional leadership through effective hiring practices, development of staff, retention of highly effective performers.

The Academic Director promotes a school culture that reflects the School's values and vision of integral academic, moral, spiritual, social, and emotional education. He or she Works closely with the educational leadership team and Teaching and Learning Coordinator to ensure quality for all the learning programs and engagement of the educational stakeholders in service projects for the wider community.

Role Details

Reports to the Executive Director and the School Board.

Main working relationships: Executive Director, Principals, and Teaching and Learning Coordinator

Key Responsibilities

Strategic Leadership: The Academic Director, as a member of the Nations' Executive Administrative Team and leader of the Educational Leadership Team (Principals and Teaching and Learning Coordinator), will:

- Promote researched-based teaching and learning pedagogy and ensure its implementation in school programs and instructional practices.
- Oversee the development and alignment of the School's curriculum school-wide and supervise its effective implementation.
- Work with Principals and Coordinators to support school-wide initiatives, events, and special projects.
- Lead the implementation of a shared vision for the comprehensive, effective, and innovative infusion of technology in learning and teaching.
- Lead and coordinate external accreditation self-studies, external evaluations, and execution of accreditation action plans and timelines.
- Provide leadership and collaborate in the collection, analysis, and use of multiple data sources to improve student learning.
- Guide and implement high-impact strategies that lead to optimal education and instructional results.

- Connect and partner with progressive international schools and world-leading educational institutions.
- Work together with the Executive Director and the Human Resources Coordinator in all local and international educational recruitment. All final decisions must be approved by the Executive Director.
- Oversee the Learning Support Department reports and the development of the learning support staff throughout the School.
- Ensure the implementation and regular review of the teacher performance growth and evaluation system.
- Recommend changes in educational staffing.
- Report to the Board regularly about relevant aspects of teaching and learning throughout the School.

Communication: The Academic Director, in partnership with the Executive Director and the Communications and Admissions Coordinators, will:

- Develop and maintain positive, efficient, and effective communication and relationships with all stakeholders, including students, parents, staff, the Board, and the international school network at large.
- Contribute to School of the Nations' publications, website, and other internal and external communications.

Professional Learning: The Academic Director, in partnership with the Educational Leadership Team, will:

- Lead school-wide professional learning initiatives.
- Lead the collaboration with Principals, the Teaching and Learning Coordinator, and other relevant positions to identify the necessary professional learning opportunities of the School.
- Identify and instruct, using the most appropriate model for professional learning (bringing in a consultant, sending teachers to external professional development conferences, training, etc., or providing stipends if professional learning funds exist), to support the School's professional learning goals.
- Promote collaborative professional learning communities among members of the educational staff to promote school growth and improvement goals.
- Lead new faculty orientation in the areas of instruction, curriculum, and assessment programs.

Resources and Materials: The Academic Director will secure resources (human, material, time) to support the curriculum by:

- Working in conjunction with the Executive Director and Principals to collaborate in designing classrooms and learning environments.
- Leading, reviewing, approving, and managing all academic-related budgets to present to the Board and General Assembly for final approval.

School Culture: The Academic Director will:

- Help promote a culture focused on supporting students to be happy, engaged, empowered, respectful, and responsible community members.
- Identify opportunities to support a culture focused on enriching the lives of others through acts of service.

- Be a leader of child safety and protection.
- Support the School's moral education, counseling programs, social-emotional education, and college counseling to ensure the School addresses key areas of well-being.

Knowledge and Experience

- A strong understanding of and experience in International Education, general curriculum, and current research in learning theories and practices.
- A strong understanding and knowledge of contemporary leadership practices and management in a complex international school environment.
- Experience as a full-time administrator in a similar position.
- An understanding of data collection in an educational setting and the related assessment and reporting of data.
- An experienced skill set working with databases and a related understanding of data analyses.

Academic & Professional Qualifications

- Minimum of 5 years of classroom teaching experience and proven skills in leadership, group facilitation, organization, writing, listening, and communications.
- A graduate degree (MA, MS, Ed.D., Ph.D.) in education or educational leadership
- Fluency in written and spoken English
- Intermediate financial/budgetary skills
- Experience in school leadership and an understanding of the complexities of interacting with varied groups and multiple intercultural perspectives.

Skills/Experience/Attributes Sought

The following will be considered as favorable for the candidate:

- Previous experience in international schools
- Previous experience in Latin America – especially Brazil
- Fluency in Portuguese or Spanish
- Previous experience as a K-12 teacher
- History of successful teacher recruiting

Personal Attributes

The Academic Director:

- Embraces, articulates, and models School of the Nation's mission, vision, and core values.
- Establishes effective working relationships with staff, students, parents, and community members.
- Communicates effectively both orally and in writing to a wide range of audiences.
- Quickly adapts and assimilates to our School's collaborative and dynamic culture and appreciates Brazilian culture.
- Demonstrates leadership, resourcefulness, flexibility, and creativity in identifying and executing innovative solutions.
- Has outstanding interpersonal skills: a good listener with a collaborative management style.
- Values and models honesty, integrity, compassion, and a sense of humor.
- Has outstanding administrative competencies, with strong organizational skills including project management, operations, and delivery.

- Has proven problem-solving skills.
- Is sensitive to other cultures.
- Is energetic, enthusiastic, approachable, and open-minded.

Salary & Benefits

- Competitive salary for the region
- Annual air ticket from and to point of origin
- Housing provided
- Institutional Uber account for daily commute from home to work.
- Shipping allowance
- Settling in allowance
- Health Insurance (dependents included)
- Life insurance
- Luggage Allowance reimbursement
- Retirement fund - FGTS (monthly payments 8%, made by the School, to a governmental account in name of the individual).

Application Instructions

Candidates are requested to email a cover letter, CV, a statement of leadership philosophy, and at least three professional reference contacts as one PDF file to acaddir.search@edn.org.br, on behalf of Danyel Dalmaschio.

Qualified candidates will be called for personal/online interviews. Zoom interviews with selected stakeholder groups for shortlisted finalists will be conducted.

Applicants are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible. The School of the Nations reserves the right to close the search process at any time and for any reason.

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