

## Leadership Search



## Director International School of Stavanger *Stavanger, Norway*

Application Deadline: February 10, 2021  
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](http://www.iss.edu/services/administrative-recruitment)

## Position Overview

International School of Stavanger is looking for an individual who understands the school context and vision, mission and philosophy and is enthused by the prospect of helping it to develop and grow. The ISStavanger community offers a warm welcome to a leader who can guide us to the next stage of our development.

## Responsibilities

The Director will share and support the schools core values outlined below:

### Learning

We believe everyone is capable of learning and achieving. Developing a passion for and love of learning is key to students becoming lifelong learners. Students are encouraged to reflect and develop an awareness of one's own learning process. In preparing for an ever-changing global community, we inspire learners to develop collaborative, creative, critical thinking and technological skills.

### Well-Being

We value the whole child and believe students leading physically and emotionally healthy, ethical, active and balanced lives in a safe environment will contribute to their self-esteem and enable them to become more effective learners.

### Community

We celebrate the spirit of belonging and a sense of community at the school, local and global levels. Respecting diversity and valuing international and intercultural understanding, the school fosters actions intended to make positive contributions to a more equitable and sustainable world.

### Governance and Leadership

The Director performs all the duties and accepts all of the responsibilities usually required in carrying out policies, school regulations and other tasks entrusted to him/her by the Board of Trustees.

### Infrastructure and Resources

The Director is responsible for the organisation and execution of effective daily operations at ISStavanger, for the general administration of all instructional, business and other operations of ISStavanger, whilst bearing in mind the legal requirements for all educational matters.

## Qualifications and Qualities

### Experience

- Minimum of earned master's degree in educational administration or equivalent, and certification or equivalent;
- Middle/High School Teaching and Principal experience, (minimum of three years' experience at the principal level) preferably in more than one international school. Experience in Primary School an asset;

- Previous international school director experience is an asset;
- Experience in, and strong knowledge of, European, North American and international school educational philosophy in general, and Middle and High School philosophy and practices in particular;
- Experience with, and desire to work in, an inclusive, multicultural environment;
- Knowledge in learning and assessment methodologies, “learner-centred” classrooms, program development and evaluation and differentiated instruction for a range of students with special needs;
- Knowledge and experience in IB and preferably IGCSE programs;
- Knowledge and experience in accreditation and authorisation processes (preferably NEASC);
- As the school has moved to NEASC-ACE, experience with this system is an asset;
- Excellent technology skills with the ability and enthusiasm to support technological development across the K through 12 program;
- Experience with curriculum mapping tools;
- Native level fluency in written and spoken English. Due to our increasingly international student body, fluency in another language especially Norwegian would be seen as a positive attribute;
- Experience of a Norwegian work environment context would be considered an advantage;

### Talents

- Strong, inspirational leadership skills;
- Outstanding communication skills and the ability to motivate and delegate effectively;
- Personal commitment to co-curricular programs;
- Strong organisational skills;
- Views education as both a profession and a vocation, has personal and professional integrity, enjoys connecting with students and has compassion and empathy for students;
- Demonstrates cultural sensitivity and diplomacy;
- Has an optimistic and curious outlook on life and a sense of humour;
- Is transparent and has the ability to agree without being obsequious and disagree without rancour;
- Is collaborative and is committed to bringing talented individuals together to ensure that the sum of the parts is greater than the individual pieces;
- Leads by example rather than authority;
- Is resilient and determined and has the professional courage to challenge all to improve and develop.

### Salary & Benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate. The initial contract is for a period of three years, but the School is looking for a candidate willing to stay longer to provide continuity.

**Application instructions found on the final page of this announcement.**



## The School



A whole child approach that is inclusive in nature is an essential part of the ethos of International School of Stavanger (ISStavanger), Norway. Currently in its 54th year, ISStavanger provides an English language education based on an international curriculum for approximately 550 students residing in Norway. The school is governed by an eleven-member Board of Trustees. Founded in 1966, ISStavanger is located in a beautiful, cosmopolitan and cosy city of approximately 130,000 residents,

surrounded by fjords on the southwest coast of Norway. Stavanger is the fourth largest city in Norway, the land frequently named by the United Nations as the number one “Most Liveable Country in the World.” The school was founded to provide schooling for dependents of the North Sea petroleum industry initially, but it has also had the pleasure of serving dependents of a large local NATO base, as well as members of the local community.

Take a virtual tour of the school [here](#).

## Mission, Vision, & Aim

### Vision

Inspire a community of responsible, globally engaged, empowered learners.

### Mission

ISStavanger provides an internationally accredited, engaging and challenging English-language education in a supportive, multi-cultural environment where students have the opportunity to fulfil their potential.

### Aim

To enable students to become self-determining, respectful, responsible, contributing global citizens who will succeed in continuing educational programs and beyond.



## Overview

### Employees

ISStavanger has 119 employees representing 21 nationalities. Approximately 85% are teaching faculty or involved with educational support with 63% teachers holding a masters or PhD.

### Students

The International School of Stavanger welcomes students representing over forty nationalities. The largest three nationalities are students from the United States, Norway and the United Kingdom. All continents except Antarctica are represented. The school enrolls approximately 550 students with the majority of the graduating class each year entering European or North American universities. Students also routinely apply to and get acceptance from universities in other continents each year. Current and former employees of the school regularly point to our students as being one of the real joys of working at the school. They are a wonderful group who are a daily reminder to their teachers and principal that it was a wise choice to become educators.



### Accreditation

The International School of Stavanger is accredited by the New England Association of Schools and Colleges, (NEASC); is an associate member of the Council of International Schools (CIS); and is a non-sectarian, nonprofit Norwegian foundation, supported by tuition. The school's first accreditation was granted in 1974. The school is also authorised to offer the International Baccalaureate Diploma Program and the International General Certificate of Secondary Education (IGCSE) through the University of Cambridge. ISStavanger is approved by the US State Department and authorised by the Kingdom of Norway. In 2014, the school successfully fulfilled its fifth ten-year accreditation cycle and is proud of its long history of "school improvement through accreditation." In 2018, the school was successfully re-authorized for the fifth time to offer the IBDP and the report concluded with: we encourage you to share your school's good practice with the IB community... "ISStavanger is currently completing the NEASC-ACE re-accreditation process in the Fall of 2020, providing the incoming Director with a wonderful opportunity to be engaged with a new action plan for the school as it goes forward.

## Curriculum

The school consists of Pre-school through Grade 12, all under one roof. The Pre-School has a Reggio Emilia approach to Early Years education and a Dutch programme offering through to grade 5. French, Spanish and Norwegian are also taught. Throughout the school, ISStavanger has developed its own standards and benchmarks based on a range of national and international curricula; this is articulated in a school-based electronic curriculum mapping process based on an Understanding by Design (UbD) style format and using the Common Ground Collaborative (CGC) definitions and principles of learning. In grades 3 through 8, students sit the International Schools Assessments (ISAs) and High School instruction centres on a college preparatory program. The school is proud of the fact that while it offers both the International Baccalaureate and the IGCSE external examination options, neither of these are mandated, and both offer open entry for any admitted student wishing to take part. The school has had consistently fine examination results from its students. Typically over 93% of the students elect to go for the full IB Diploma programme and results consistently exceed world averages. IB, IGCSE examinations and ISA assessment results can be found on our website: [www.isstavanger.no](http://www.isstavanger.no) as well as in our curriculum guides, handbooks, calendars, community portal and various other links.

## Co- and Extra-Curricular Activities

For a school of its size, the International School of Stavanger offers a wide range of activities for its students. Due to its fine theatre facilities, drama and music have long played an important part in the extracurricular offerings. Interaction with nature starts in pre-school and continues into grades 5 through 8, where all students take part in 'leirskole' (a week without walls). Across the grade levels, students have the opportunity to travel to many destinations representing the school in a range of activities such as Model United Nations, honour band and choir, and language exchanges, to name but a few. ISStavanger is also a member of the Northwest European Council of International Schools (NECIS) sports league and athletes compete in local Norwegian leagues as well as travelling throughout Europe for tournaments. Service learning is valued in the school with an increasing number of activities taking place each year. The Middle and High School have active Student Councils that organise activities for the student body throughout the school year.





## Campus

The current campus was built in 1982, with substantial additions in 1994, 1999 and 2011. It consists of one large building with extensive sports fields and playgrounds attached to the campus. The



school has excellent classroom facilities and special purpose areas including science labs, a design technology suite, gymnasium, exercise room, dance studio, a beautiful 370-seat theatre and two libraries. ISStavanger has a seamless school-wide wireless network, a one-to-one iPad programme in the Middle School and one-to-one MacBook programme in the High School. Mobile laptop and iPad carts are accessible and in use across the whole school with all classrooms equipped with airplay projectors. ISStavanger also has a cafeteria offering a

nutritious menu to keep students and staff healthy. The school is situated on a 15 acre campus and offers a wide variety of sports and other activities.

## Location

Geographically, Norway is renowned for its nature, scenic beauty and is an optimal location for those who value clean water, fresh air and a love of the outdoors. Due to its location on the southwest coast of Norway, Stavanger's climate is affected by the Gulf Stream, which, somewhat surprisingly, makes snow in town a rare occurrence. Ample amounts of rainfall though are common in town and just two hours' drive inland there are a number of ski areas. Norway is a large country with a small population of approximately 5 million people and the country presents vast areas open for hiking, skiing, cycling and water sports. A love of the outdoors is characterised by the Norwegian expression: 'There is no such thing as bad weather, just inappropriate clothing.'

Although positioned far north, direct flights from Stavanger to Amsterdam, Copenhagen, London and many other cities provide connections to the rest of Europe and beyond.



## Fast Facts

Year Established	1966
Accreditation Agency	CIS, NEASC
School type	Co-educational, Pre-School - Grade 12
Language of Instruction	English
Total Enrollment	550
Primary School Enrollment	269
Secondary School Enrollment	282
Average Class Size	12
Student Age Range	3-18
Average % Home Country Nationals	15%
Student Nationalities	American 16%; British 14%; German 10%
Percentage of Annual Student Turnover	Less than 10%
Number of Faculty	119
Faculty Nationalities	21
Percentage of Annual Faculty Turnover	Less than 5%
Number of Board Trustees	11
Tuition (2020 - 2021)	25,000 (USD) / 21,000 (euro)
Annual Operating Budget	12 million (USD) /10 million (euro)



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## Application Instructions

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Effective Date: August 2021 (2022 start will be considered for the right candidate)

Application Deadline: February 10, 2021

Pauline O'Brien, Director of Administrative Searches & Governance Services, will serve as the lead consultant for International School of Stavanger Director search. She will be assisted by additional members of the ISS Administrative Search Team.

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](mailto:execsearch@iss.edu). You will be contacted by Ashley Wotowey regarding the next steps to follow for consideration.

**International Schools Services takes all aspects of child safeguarding very seriously.  
All candidates for employment will be rigorously screened.**

**Applicants of all nationalities are welcome to apply.**

**Due to Norwegian government requirements, the successful candidate's university documents/diplomas/transcripts and a clean police statement must be submitted for approval.  
This process is only necessary for the candidate who is offered and accepts the position.**

**Applicants are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible, as International Schools Services and International School of Stavanger 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>.