

Leadership Search



Director of Education
International School Augsburg -ISA- gAG
Gersthofen, Germany

Application Deadline: November 30, 2021
Start Date: August 2022 or earlier

ISS is pleased to conduct this full search.
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www.iss.edu/services/administrative-recruitment

Position Overview

International School Augsburg -ISA- gAG is seeking an inspiring and innovative educational leader for their very welcoming and collaborative school. The successful candidate will be a role model for learning and will work closely with the leadership team to further develop the school as a place of belonging and enthusiasm for learning.

The Director of Education shares with the Director of Business & Finance, the overall responsibility for the leadership of the gAG. Together these roles make up the [Board of Directors](#).

The ISA Board of Directors reports to the Supervisory Board, which is responsible for hiring the Directors, setting their salaries, providing strategic guidance, and approving major capital expenditure.

The Director of Education is the overall pedagogical leader of the school and works closely with the Deputy for Teaching & Learning and the section principals to realise the school's vision for education. The company structure allows this pedagogical leader to focus on education and community, while collaborating with the Director of Business and Finance to ensure sustainability.

Duties & Responsibilities

Leadership

- Work closely with the Director of Business & Finance to ensure the smooth running of the organisation
- Oversee all matters relating to education and ensure the ongoing development of the educational programmes
- Promote student learning through innovation, shared leadership, and caring community in line with the school's strategic goals
- Collaborate with the section principals, to ensure the appointment, direction, deployment, and professional growth of all staff, in accordance with school policies
- Promote positive relationships and a culture of compassion and trust in regard to students, staff, and parents
- Model curiosity and willingness to learn, in relation to technology
- Model and promote caring attitudes towards one another and our environment

School Management

- Collaborate closely with the members of the Senior Management Team & the Educational Leadership Team
- Support the section principals to ensure the smooth day-to-day running of the school and its broader and longer-term development
- Lead, coach, and mentor staff and educational leaders

Teaching & Learning

- Collaborate closely with the Deputy for Teaching & Learning and section principals, to ensure the overall development of the programmes and the deployment of staff to support these

- Promote consistency of pedagogy, continuity of curriculum, smooth student transition, and the undertaking of cooperative and joint projects across the school
- Ensure the appraisal of instructional leaders and teaching staff

Pedagogical Staff

- Manage staff recruitment and deployment in collaboration with the principals
- Ensure that school staff are given access to appropriate professional development
- Maintain open communication with staff, ensuring a positive organisational culture

Culture & Spirit

- Develop ISA as a Learning Community, modeling and promoting the attributes of the IB Learner Profile
- Actively foster positive relationships with the parent community, promote parent education and seek ways to involve parents in their children's education

External Bodies

- Ensure the adherence to standards set by accrediting bodies and other memberships, e.g. the Association of German International Schools
- Actively participate in the development of close links with other schools in Augsburg, Bavaria and internationally
- Ensure fulfillment of the requirements of the local school authorities; the Regierung von Schwaben and the Schulamt
- Maintain and extend networks with local institutions and organisations whose values align with the school's mission.

Skills, Experience, & Attributes Sought

The successful candidate is likely to:

- Have a graduate degree in education, education management or related fields
- Have a sound knowledge of international curricula, preferably IB
- Be a pedagogical leader who can understand, share, and apply research-based best educational practice
- Be an excellent communicator, skilled in interpersonal relations with staff, parents, and students
- Be tech-savvy and interested in working in a non-Microsoft, cloud-based Google environment
- Have at least five years' teaching experience (at any level)
- Have successful leadership experience at an international school
- Have the ability to inspire and promote a shared vision of learning, within the community
- Be committed to the development of pedagogy and the role of technology in teaching and learning
- Have some experience of school building projects and school accreditation processes (desirable)
- Be able to speak German at conversational (B2 desirable)

Salary & Benefits

Salary and benefits are competitive and will reflect the successful candidate's experience and qualifications.

Formal Commitments

International School Augsburg -ISA- gAG is committed to safeguarding and promoting the welfare of children. ISA expects all staff and volunteers to share this commitment. Extensive police background checks will be required.

As a member of 'Charta der Vielfalt' (Diversity Charter), ISA embraces diversity and equal opportunity in a sincere manner. The school is committed to building a team that represents a variety of backgrounds, perspectives, and skills.

As a member of the Economy for the Common Good (ECG), the school is committed to the United Nations 17 Sustainable Development Goals (SDGs) and their values which are the foundation of the ECG. Using the Common Good Balance Sheet, the school will evaluate its contribution to the common good and measure the impact on its stakeholders.

Application instructions found on the final page of this announcement.

The School

International School Augsburg opened in 2005 with 63 students, primarily from local families. Today the school's enrollment is at 350. Almost 50% of the students are those of internationally mobile families.

The school has enjoyed stability in terms of finances, enrollment, and leadership. Its innovative approach to financial sustainability is evident in the fact that it is currently the only school in Europe to be registered at a stock exchange, as a not-for-profit 'Aktiengesellschaft' (publicly-listed company). This provides the school with a broad and diverse shareholder base. All alumni receive ten shares on their graduation, making them proud shareholders of ISA.

Mission, Vision & Goals

Motto

Learning to be me in a global community!

Vision Statement

We see! We care! We act! We look after one another, ourselves, and our planet!

Mission

It is our mission to create a welcoming school environment where open-mindedness and respect are fostered. Here learners are challenged and supported to achieve their unique potential and to become confident, caring citizens of the world.

Strategic Goals

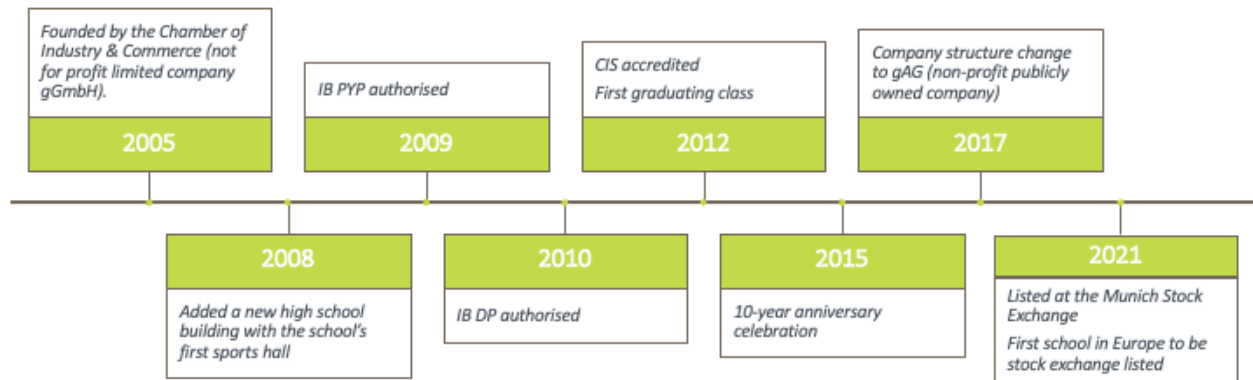
In 2019, ISA identified three strategic goals around which the company/school's strategic plan will be developed (this may be something the new Director can be actively involved in):

1. **Reflective Innovation:** At ISA, we are committed to promoting, acknowledging, and celebrating innovation, risk-taking and new perspectives.
2. **Shared responsibility:** At ISA, we are committed to promoting, facilitating, and celebrating shared responsibility.
3. **Caring Community:** At ISA, we are committed to promoting, protecting, and celebrating a caring community.



Overview

History



Faculty

The current Director of Education has held the position since the school was founded. The Director of Business & Finance joined the school in 2009. The current Deputy for Teaching & Learning and Lower School Principal have both been with the school since its founding. Many of the school's leaders have been at the school for 10+ years. Staff turnover is exceptionally low.

Community

Parents have always played an active part at ISA. Last year the Community Spirit Team was established with a view to responding to the challenges of the pandemic and finding new ways to promote community spirit. This group of four parent reps, works closely with the room parents (one/two per class) and liaises with school leadership. Their mission is to maintain and strengthen community spirit. The CST works closely with new families, supporting their integration into the school and local community and with room parents and staff to organise events. The group is also currently working with school leadership to set up a programme of parent education presentations.

Monthly coffee mornings, 'Parents as Partners' workshops, concerts, information evenings, exhibitions, musicals, and more recently online activities (eg Advent Sundays, Book Clubs) have all served to build a vibrant, positive, and supportive community.



Accreditations, Affiliations & Authorisations

- Council of International Schools
- International Baccalaureate Organisation
- Eco-School
- Economy for the Common Good
- Diversity Charter
- Association of German International Schools (AGIS)
- Association of Bavarian International Schools (AISB)

Technology

The school is well-resourced and has an excellent IT infrastructure. Both administration and pedagogy have operated in a cloud-based Google (non-Microsoft) workspace infrastructure for several years. Technology at the school is overseen by the Head of Technology who reports to the Directors. A part-time Technology Integration Coordinator works closely with educational leaders to support pedagogy across the school. A part-time Media Specialist and a Network Manager complete the team.

Athletics, Arts & After School Activities

Athletics

Sport is actively promoted and celebrated at ISA school. More than 75% of students are regularly involved in school supported sporting activities. These include basketball, volleyball, soccer, badminton, climbing, golf, tennis and dance. Senior students, staff and parents also take advantage of the fitness room on campus. The school also takes advantage of the magnificent natural environment; close proximity to the alps, wonderful woodland, rivers, lakes.

Arts

The arts have always been central to life and learning at ISA. Musical and dramatic performances, art events and exhibitions allow students to develop their skills and to grow in confidence. More than 50% of students play a musical instrument and the schools concerts at local venues are popular.

After School Activities

There are after-school and before-school opportunities for the students to discover a new interest or develop their talents. For a small additional fee, students can take part in: Running Club, Football, Tennis, Cross Fit, Jewellery making, Drama workshops, Cheerleading, Korean, Study Buddies, Girl's Club, and Ballet. Each year there are new and exciting activities to choose from.



Grade Level Overviews



Elementary School Overview

The Lower School has been a PYP authorised school since 2009 and is deeply committed to the programme. The Lower School students are proud that the school's Eco-School status began with an initiative by them. The Principal and PYP Coordinator run this section together.



Middle School Overview

The Middle School (grades 6-8) is part of the Upper School. The overall leadership of this section is in the hands of the Upper School Principal. The Middle School Coordinator is responsible for day-to-day running of the section and is the first point of contact for students and parents.



ISA has developed its own curriculum for the Middle years for grades 6-8. This builds on the skills and understandings of the PYP and extends them. CAS groups enable students to choose from creative, action and service projects and collaborate across grade levels.

High School Overview

The school has developed the grade 9-10 programme which culminates in the IGCSEs. Internships are an integral part of these years. The high school programme culminates in the IB Diploma which is taken by most students.



The Grade 9-10 Coordinator and the IB Diploma Coordinator are the first point of contact for students and parents.

Student Activities:

Student activities are starting up again after the impacts of distance learning. Team sports, CAS clubs and after-school music clubs have resumed. Other activities include Voices of ISA (student council), Student Publications (monthly magazine, yearbook),

Model United Nations, bi-annual volunteer visit to our partner school in Zambia, and a host of international, educational trips. Students have recently been involved in the initial planning workshops for the new campus.

Campus

Facilities

The campus comprises two buildings, one of which was constructed in 2009 to accommodate growth. The cafeteria, sports hall and Upper School art room are in this building.

The well-lit and modern, open architecture of the main building gives it a welcoming and spacious feel, although this was not purpose built. The 'Aula' is an ideal space for assemblies, concerts and school celebrations and has always been considered 'the heart of the school'. This building houses students from early years (ELC) to grade 8, the library/media centre, music rooms, tech suite, science labs and classrooms, and most of the administration spaces.

The outdoor area includes a ball court used for recreation and sports lessons, and additional play area with two table tennis tables and a large climbing frame. There is a small, wooded area which children love to explore, a small school garden, and an ELC play space.

The school has just commenced the first phase of an exciting [new campus planning project](#). The expected date for completion is September 2025.

Location

ISA is located in Gersthofen, a short distance outside of Augsburg, within the Greater Munich area.

The university city of Augsburg, Bavaria, was founded by the Romans in 15 BC, making it the oldest city in Bavaria and one of the oldest in Germany.

The greater Augsburg area has a population of ca. 600,000 and is a thriving economic area which forms the third largest business location in the state of Bavaria. Augsburg is conveniently situated at the confluence of two rivers. It is a wonderful city (population 300,000) of great historical interest, with long literary and cultural traditions. It is known as the [City of Peace](#), due to Martin Luther's association with it. In 2019, the city received [Unesco World Heritage](#) status for its sustainable water management system, dating from the 14th century.

The Augsburg area offers wonderful opportunities for cultural activities, exploring nature, and sports. It is a safe and excellent location for a family.



Fast Facts

Year Established	2005
Accreditation Agency	CIS
School type	Independent, co-educational, private, K-12, day school
Language of Instruction	English
Total Enrollment	346
Elementary School Enrollment	141
Middle School Enrollment	83
High School Enrollment	120
Average Class Size	classes vary from 12-21; average <15
Student Age Range	3-18
Average % Home Country Nationals	52%
Student Nationalities	40
Percentage of Annual Student Turnover	16.5%
Student to Teacher Ratio	6:1
Number of Faculty	63
Faculty Nationalities	21
Percentage of Annual Faculty Turnover	3.5%
Number of Board Trustees	7
Tuition (2020 - 2021)	€13,464 (ELC) - €16,440 (IB DP)

Follow International School Augsburg to Learn More



Application Instructions

Effective Date: August 2022 or earlier

Application Deadline: [November 30, 2021](#)

Pauline O'Brien, Director of ISS Global Recruitment, will serve as the lead consultant for International School Augsburg -ISA- gAG Director of Education search. She will be assisted by members of the ISS Administrative Search Team.

Instructions for Former Candidates

If you have a previous account with ISS-Schrole Advantage or the ISS Admin Search Team and have not yet logged into ISS EDUrecruit here is the [link](#) to get started! You will need to use the email address associated with your ISS-Schrole Advantage account or your ISS Administrative Search account to access your new ISS EDUrecruit account. You will be prompted to update your password and accept the Terms and Conditions.

Once you are logged in, please select the following link to apply to this position:

[International School Augsburg -ISA- gAG Director of Education](#)

Instructions for New Candidates

If you are a new candidate to ISS, here is the [link](#) to register for an account so you can apply to this search. You are not required to pay for your profile in order to apply for this position. However, if you are interested in the \$75 candidate membership option, you can upgrade to a full membership at any time.

Once you are logged in, please select the following link to apply to this position:

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Once you are logged in, please select the following link to apply to this position:

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Our considerations:

- International Schools Services (ISS) is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened.
- International Schools Services (ISS) reserves the right to withdraw an applicant’s candidacy if supervisory referees are not provided.
- International Schools Services (ISS) reserves the right to withdraw an applicant’s candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Hiring is contingent upon a successful background check.

Applicants are asked to apply as early as possible, as International Schools Services (ISS) and International School Augsburg -ISA- gAG reserve the right to close the selection process at any time.

Be sure to use our new contact details if you require any assistance via this handy [form](#) – and remember, we are here to help you with any questions.

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. You can read more about our commitments [here](#).