

Leadership Search



Head of School
Beacon International School
Foundation
Manila, Philippines

Application Deadline: June 3, 2021
Preferred Start Date: July 1, 2021 (somewhat flexible)

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

The Position

Overview

The Head of School (HOS) reports to the School Board. He/she will oversee the schoolwide academic program and the day-to-day operations of the school. The HOS will lead the School in advancing its vision, mission, strategic intent, and initiatives. The position will also involve campus development and fundraising. The HOS will be an experienced international school leader who can engage the community to:

- Implement innovative pedagogical practices
- Oversee Campus Developments
- Establish and Oversee a Capital Fund Campaign
- Develop plans to establish / integrate a High School program

General Duties and Responsibilities

- Effectively leading and overseeing all school personnel
- Promoting the philosophical principles of Beacon and embracing the concept of “It takes a village to raise a child”
- Serving as the academic leader
- Maintaining a high standard of education and overseeing the supervision and evaluation of all school activities
- Developing, coordinating, and implementing the annual budget
- Ensuring the school campus is safe and secure for both students and staff and that it meets the needs of the programs offered
- Ensuring the welfare, safety, and security of students taking part in all school programs
- Recruiting faculty and staff
- Organizing professional development for faculty and staff through innovative measures,
- Maintaining effective, positive, and proactive communication with the Board, administration, faculty, staff, students, parents, and relevant local authorities

Qualifications Required

- Previous successful experience in a senior leadership role in a school
- A graduate degree (MA, MS, Ed.D., Ph.D.) in education or educational leadership
- Fluency in written and spoken English
- Experience with innovative best practice teaching and learning
- Budgetary and financial acumen
- Commitment to thoroughly understand the history of the school, its mission and its programs
- Cultural sensitivity and awareness

Skills/Experience/Attributes Sought

The following will be considered as favorable for the candidate:

- Previous experience in international schools
- Previous experience in Asia – especially in the Philippines

- Previous experience with PYP and/or MYP programmes
- Previous experience as a K-12 teacher
- Experience with advancement work and fund raising
- Experience with campus expansion/construction and/or major renovation
- History of successful teacher recruiting

Professional Qualities

The HOS will have to:

- Be committed to the philosophy of education and values of Beacon
- Work positively with diverse constituencies through collaboration, team building, and diplomacy
- Be a firm decision-maker and a clear communicator; honest and transparent
- Lead a learning environment that cultivates 21st-century learning skills
- Advocate and support teaching and learning as a learning leader
- Foster channels of communication and support within the school community to create a positive and inclusive school environment
- Ensure the efficient and effective allocation of resources
- Advance Beacon's vision, mission, and core values through marketing, networking, and developing mutually beneficial partnerships

Personal Attributes

- Excellent interpersonal skills, which include being approachable, being a good listener, and being an effective communicator verbally and in writing
- Understanding, respecting, valuing, and engaging in the local culture
- Collaborative leadership style that translates into being a team and consensus builder
- Supportive, empathetic, and compassionate, yet able to make difficult decisions in the best interest of students and the school community.
- Flexible and creative in conflict resolution
- Community-minded, involved, and inclusive
- High visibility in the school and school community
- Servant leader who is humble, energetic and hands on

Application instructions found on the final page of this announcement.

Introduction

Beacon is...

Unique

The Beacon School fosters a global perspective while remaining rooted in Filipino culture, values and language. It is the first school in the Philippines to receive authorization to deliver both the International Baccalaureate Organization (IBO) Primary Years Programme (PYP: Kinder – Grade 5) and Middle Years Programme (MYP: Grade 6 – 8).

International

Students learn through inquiry and activities based on an international curriculum framework shared by more than 2000 schools around the world.

Rooted in a clear Vision and mature Mission

The founders of the Beacon School envisioned a learning community where children grow to see themselves as agents of change in society. This underlying premise has guided the school's success since 2001.



Watch the school's 20th anniversary video here:



Mission, Vision, & Philosophy

Mission

The Beacon School provides students with a global education that is both rigorous and balanced, that nurtures and inspires them toward their individual potential. The learning community encourages students to integrate a deep appreciation for Filipino culture with a respect for diversity, understanding the complexity of our world. They are challenged to become independent thinkers, confident communicators, and engaged citizens committed to act in service of society.



Vision

Beacon strives to foster a learning community that will inspire its students to be lifelong learners and agents of change who are guided by compassion and integrity.

Philosophy

The pedagogical philosophy supports inquiry based, conceptually driven, social – constructivist approaches to learning.

As an IB World School, Beacon students and members of the learning community strive to be:

Inquirers

We nurture our curiosity, developing skills for inquiry and research. We know how to learn independently and with others. We learn with enthusiasm and sustain our love of learning throughout life.

Knowledgeable

We develop and use conceptual understanding, exploring knowledge across a range of disciplines. We engage with issues and ideas that have local and global significance.

Thinkers

We use critical and creative thinking skills to analyse and take responsible action on complex problems. We exercise initiative in making reasoned, ethical decisions.

Communicators

We express ourselves confidently and creatively in more than one language and in many ways. We collaborate effectively, listening carefully to the perspectives of other individuals and groups.

Principled

We act with integrity and honesty, with a strong sense of fairness and justice, and with respect for the dignity and rights of people everywhere. We take responsibility for our actions and their consequences.





Open-minded

We critically appreciate our own cultures and personal histories, as well as the values and traditions of others. We seek and evaluate a range of points of view, and we are willing to grow from the experience.

Caring

We show empathy, compassion and respect. We have a commitment to service, and we act to make a positive difference in the lives of others and in the world around us.

Risk-Takers

We approach uncertainty with forethought and determination; we work independently and cooperatively to explore new ideas and innovative strategies. We are resourceful and resilient in the face of challenges and change.

Balanced

We understand the importance of balancing different aspects of our lives - intellectual, physical and emotional - to achieve well-being for ourselves and others. We recognize our interdependence with other people and with the world in which we live.

Reflective

We thoughtfully consider the world and our own ideas and experience. We work to understand our strengths and weaknesses in order to support our learning and personal development.

The School

The Beacon School was registered with the Securities & Exchange Commission (SEC) on May 2, 2001, and has been in continuous operations since then. The school began with 47 students with an early years program up to and inclusive of grade 4 and annually added grade levels to complete its middle school, up to grade 8. Prior to the pandemic, Beacon's enrollment reached 320, providing strong curricular and co-curricular programs. Throughout its young history, Beacon has maintained a strong commitment to service learning.



In response to COVID 19 quarantine measures, the transition to virtual learning has provided for the continuity of learning of its students with dedication from the teaching team and strong support from the parent community.

In recent years, to support increases in enrollment, Beacon has completed a multi-purpose gym and added renovated space to support our Middle Years Programme with a newly outfitted science lab and design and tech room that supports our robotics program. Additional plans for ongoing campus developments are very much on the horizon.

This year, Beacon School celebrated its 20th anniversary, proud:

- That the mission of the school continues to thrive and reaches increasing numbers of students and their families.
- That the community has faced the global pandemic with resilience.
- That the school is well poised to continue to thrive guided by school leaders who model empathy, service, and innovation.



Overview

The Beacon School is an independent, non-profit, secular, and co-educational school for students from Kinder to Grade 8. The school is accredited by the Department of Education of the Philippines and authorized by the International Baccalaureate to deliver the Primary Years Programme and Middle Years Programme. This internationally recognized curriculum framework provides students with the opportunity to develop an understanding of Filipino culture and heritage, as they actively engage in a high quality, inquiry-based program of study that fosters an awareness of complex global issues and the skills needed to address them.

The language of instruction is English. All students learn Filipino as an additional language. In the Middle Years Programme, students select either Mandarin Chinese or Spanish as a second additional language.

Filipino values engender a close-knit and caring school community that welcomes students of all nationalities. A dedicated and creative team of teachers work collaboratively to provide stimulating and authentic learning experiences with appropriate challenges for the unique needs of individual students.

To ensure innovative and best practices, Beacon is committed to the ongoing professional development of its teachers who work collaboratively to help realize Beacon's vision and mission.

Service learning is central to the school mission and is supported by formal agreements with partners as well as through student led initiatives.



Curriculum

IB Primary Years Programme

The Primary Years Programme focuses upon the total growth of the developing child, in addressing social, physical, emotional and cultural needs, in addition to academic welfare. The PYP combines the best research and practice from schools around the world, offering a comprehensive inquiry-based approach to teaching and learning.

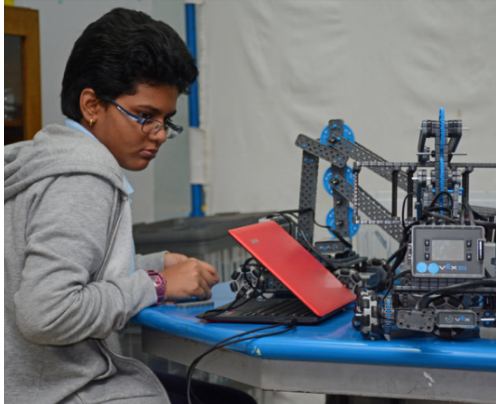
Many subject areas, particularly Social Studies and Science, are focused upon in our PYP theme studies, also known as our Programme of Inquiry. In addition to the PYP themes, the students receive specific instruction in Language Arts, Science and Mathematics. We also offer a strong Philippine History, Culture and Values component as well as Art, Music and Physical Education. The children are also required to choose between Religious Education and World Religion. Our courses are fully recognized by the Department of Education, which means that, should they wish to, students can continue their education in other recognized schools and colleges in the Philippines.

In addition to the curriculum described above, we also have a range of special events each year. This year, these events, which are usually transdisciplinary in nature, include Filipino Week, International Week, the Christmas Holiday Celebration, and a Science, Technology, Arts and Math Week, as well as International and Book Week.

IB Middle Years Programme

Like the Primary Years Programme, the MYP is based on the best practice and research from around the world. Its structure is based on eight distinct subject areas, enhanced by the fundamental concepts described above, and by the global contexts which provide an authentic real-world lens through which to understand the concepts and bind the programme together. The subjects studied at the Beacon School include English, Individuals & Societies Science, Mathematics, Mandarin or Spanish, Art, Music, Drama, Physical Education and Technology. At middle school level too, students continue their study of the Filipino language. In addition, they choose between Mandarin Chinese and Spanish as their second additional language. Grade 6 and 7 students choose between Religious Education and World Religion. In grade 8, all students study Ethics as part of the learning process for their Community Project.





In addition to the I.B. Middle Years curriculum, each year a range of special events occurs. This year, these events, which are usually transdisciplinary in nature, include Filipino Week, International Week, the Christmas Holiday Celebration, and a Science Week, as well as International and Book Week. A full program of after school activities and sport is available for all students.

In summary, we believe that our Middle School curriculum is rich, well-balanced and stimulating for our students. It is, too, an excellent preparation for the rigors of high school.

Technology

Beacon School programmes are supported by Information Technology (IT) policies and services that support 21st century learning. The aims of the IT programme are to expose students to the responsible use of technology to enhance learning.

In the Primary Years Programme, homeroom teachers integrate technology into the curriculum for units of inquiry. Students learn how to layout, create podcasts and videos, and analyze survey results, among a range of skills through available software programs. They also conduct research online, think critically about reliable information, and cite online sources appropriately.

In the Middle Years Programme, Information Technology, while a focus for Design, is also integrated into the curricular aims of other disciplines. Students continue to build on skills acquired in PYP.

Coding and robotics are offered through co-curricular programs.

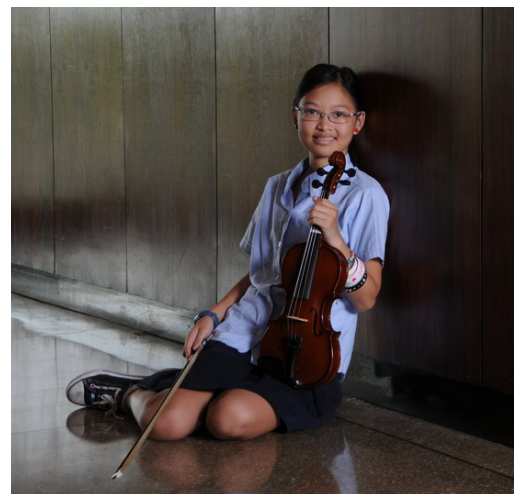
The school has invested in iPads / carts for student use while on campus to create content and conduct research. The school has desktops in a Lab as well as iMacs for final production of content.

Athletics, Arts, & After School Activities

Beacon's Sports after School program includes a range of sports for students Kinder to Gr 8 among them:

- Gymnastics
- Baseball/T-ball
- Futsal/Football
- Volleyball
- Taekwondo
- Handball
- Basketball
- Chess
- Badminton

The Beacon School works with other organizations for facility use for sports activities like swimming, tennis, and golf.



Music after school includes both ensemble classes and individual lessons:

Ensemble

- Chorale (K- Gr. 2)
- JAM (K – Gr. 2)
- GLEE (Gr. 3 – 5)
- Showstoppers (Gr. 6 – 8)
- Stick & Stomp
- Guitar Ensemble

Individual

- Piano
- Violin
- Guitar
- Drums
- Voice

Other After School Activities vary each term, such as:

- | | | |
|--|------------------------|---------------------|
| • VEX IQ Robotics | • Dance | • Unplugged |
| • Coders' Playspace | • Accessory Making | • Clay Creations |
| • Little Einsteins | • Secret Spies | • Nutty Scientists |
| • Dream Weavers | • Life Hacks | • Crafty Crochet |
| • First Robotics | • Arts and Creations | • Slideshow Wizards |
| • CAMP (Children
Active Movement
Play) | • Painting | • Creative Chefs |
| | • Sculpture for Kids | |
| | • Bricks 4 Kidz Gamers | |

Students

Although the Beacon School does not rely on standardized test results to narrowly define students success, it is nonetheless proud that its students consistently outperform those from other like schools globally when measured by International Schools' Assessment. Beacon graduates thrive in prestigious high schools and colleges both in the Philippines and abroad.

More than attaining academic achievement, Beacon students are expected to become engaged citizens who value diversity of thoughts, respect different beliefs and are committed to fairness and justice. Dedicated to community development, they initiate service projects and respond to those in need. Beacon students balance academics with a range of co-curricular activities, including sports, the arts, publications and student government.



The student body is comprised largely of Filipino citizens. Another large percentage are dual citizen



holders from families where one parent is a Filipino citizen, and the other is a citizen of another country. Less than 5% of students are children of parents, neither of whom are Filipino citizens. By virtue of the education, professions, and travel experience of their parents, the students come from families that are well educated, well traveled, and are internationally minded. Languages spoken at home for the majority of students includes English, and for many, Filipino or at least one other language as well.

Faculty

Members of the Beacon School faculty are tapped for their leadership and innovation. Through their collaboration and creative approach, Beacon faculty set high standards for students, who are given individual attention as a result of small class sizes. Beacon faculty members also train teachers in public schools and help build capacity within educational institutions working toward more progressive approaches to learning.

The teaching team is comprised of Filipino nationals who are certified in education with 17% who hold a Masters degree and a significant number enrolled in programs to work toward an advanced degree. They are experienced in inquiry based practices and committed to ongoing professional development. They transitioned well to virtual learning and have begun planning for the implementation of blended learning.

Professional Development

Beacon dedicates 2% of its operating expenses to the Professional Development of its teaching team who model lifelong learning themselves.

Collaborative practices are strong, and peer mentoring and professional development through learning community practices provide the backbone of professional developments. These practices are complemented by in house full faculty training by external consultants.

In addition, on a rotating basis and aligned to strategic goals, teachers attend regional workshops offered through the IB, Chapters International, and Innovative Global Education.



Administration

The Academic Leadership Team is comprised of the Deputy Head of School, Primary Years Coordinator for PreK to Gr 1, Primary Years Coordinator for Gr 2 -5, Middle Years Coordinator, and Community Relations Coordinator overseeing Admissions, Beacon Parent Association Liaison work, Service Learning Partnerships, Communications, and External Relations. To oversee non-academic offices, the Managers Council comprises experienced professionals in their fields who oversee the following departments: Finance, IT, HR, Purchasing / Campus Maintenance, and Custodial / Security.

Board of Trustees


Beacon has 15 trustees who oversee the sustainability and strategic aims of the school and ensure that the school's mission is reflected in school policy and practices. Current board members nominate and elect new members to ensure diversity in expertise and representation. Trustees have backgrounds in law, banking, communications, telecommunications, management consultancy, real estate development, marketing, education, and public relations. Founding trustees and permanent members may be called to session for strategic guidance on issues of particular significance.

Community

The Beacon School is a local school that delivers an internationally recognized curriculum. The community is tight knit and cohesive. Parent engagement is high with active support of curricular and co-curricular programs at the school.

The community is composed of families 95% of whom are rooted in the Philippines though they represent many nationalities.

The Beacon School offers an important alternative for parents and students to:

1. Large international schools with the primary mission of serving the children of expatriate families posted in Manila. As such, these schools are characterized by a transient student population.
 2. Large, local, parochial schools with the primary mission of serving the children of local families.
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- A photograph showing the backs of two children's heads as they look at a chalkboard. The chalkboard has space-themed drawings and text, including 'Outer Planets', 'Jupiter', 'Distance 1 Day 1 Year', and '10 hours'. The child on the left is wearing a purple headband.

Similar to international schools Beacon provides:

1. Small class sizes
2. Inquiry based education
3. Interdisciplinary learning modules

Similar to the local traditional schools, Beacon provides:

1. Filipino language from K – 8
2. Religious instruction, with a choice between Christian Living Education, including spiritual formation, and World Religions, taught as a social studies subject
3. A curriculum that includes Filipino culture, history and values



In recent years Beacon has seen an increase in enrolment of Filipino and expat families moving back or moving to the Philippines from abroad. Children from these families were enrolled in an international school, at times an IB school, in the country where they moved from and the parents looked to continue their children's IB education when they moved to Manila.



The Beacon School is located near the Central Business District of Makati, and the newly developed commercial district of Bonifacio Global City as well as the exclusive residential villages bordering both. These two business districts include the Philippine Stock Exchange, multinational corporate offices, national corporate headquarters, the growing Business and Knowledge Process Outsourcing sectors, five star hotels and exclusive retail outlets. Many of the school's students are from the upper and upper middle classes. They commute from nearby residential villages as well as neighborhoods several kilometers from the school.

Over the years, Beacon School and its students have engaged in service learning and action projects to benefit both the community in the immediate vicinity, in the National Capital Region, and in response to needs across the country. Service learning is embedded in the Beacon curriculum and families are supportive of student led initiatives.

Campus

The Beacon School facilities comprises 10,297sqm of educational and office space for its exclusive use on a compound leased from Philippine Center for Population and Development, Inc. (PCPD). The total area does not include significant square meters of common spaces including the front entrance lobby, main hallways, and the canteen.



Typical classroom sizes range from 50 – 65 sqm with larger sizes for Science and Design. Additional facilities for student learning include dedicated spaces for specialized classes, performances, and outdoor sports as well as student services as follows:

- Music Rooms / Studios
- Art Rooms
- Gymnasium 1
- Gymnasium 2
- Soccer Field
- Multipurpose Room (MPR)
- Media Center
- Auditorium
- PYP Science Lab
- MYP Science Lab
- Clinic
- Design and Tech Room
- Maker Space Room
- Indoor Play Area
- Outdoor Playground
- Canteen

Fast Facts

Year Established	2001
Accreditation Agency	Department of Education, International Baccalaureate Organization
School type	Non-profit, co-educational, day school
Language of Instruction	English
Total Enrollment	295
Lower School Enrollment	222
Middle School Enrollment	73
Average Class Size	Class sizes are limited by policy, not to exceed per section the following: PYP: 15 MYP: 20
Student Age Range	4-13
Average % Home Country Nationals	95%
Student Nationalities	Primarily Filipino, many of whom have dual citizenship with over 20 other nationalities represented. Less than 5% of the student population is comprised of transient expatriates, though they seek Beacon School for the IB programs it offers.
Percentage of Annual Student Turnover	Less than 10%
Number of Faculty	76
Faculty Nationalities	Filipino
Percentage of Annual Faculty Turnover	Less than 10%
Number of Board Trustees	15
Tuition (2020 - 2021)	PreK: Php 271, 520.00 PYP: Php 649,000.00 MYP: Php 694,170.00

Application Instructions

Preferred Effective Date: July 1, 2021 (somewhat flexible)

Application Deadline: June 3, 2021

Mr. David Randall, ISS Senior Leadership Executive, Governed Schools and Administrative Searches, will serve as the lead consultant for the Beacon International School Foundation, Inc. Head of School search. He 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 (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.

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 of all nationalities are welcome to apply.

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 (ISS) and The Beacon School reserve the right to close the selection process at any time.

* 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>.