

Leadership Search



Primary Principal International School Dhaka *Dhaka, Bangladesh*

Application Deadline: March 1, 2021
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

Position Overview

It is expected that the Primary Principal will model the qualities of the IB learner profile and attitudes and the ISD mission to Inspire, Empower and Embrace. The duties include daily leadership for the Primary School, promoting high standards, and establishing effective channels of communication.

QUALITIES

The Primary Principal must demonstrate 5 key areas of leadership.

Technical Leadership

Demonstrate the capacity to optimize the school's financial, human and physical resources through sound management practices and organizational systems that will contribute to the achievement of the school's vision, in alignment with ISD's guiding statements and the specific goals of the Primary School.

Capabilities

- Think and plan strategically
- Align resources with desired outcomes
- Hold self and others to account

Humane Leadership

Demonstrate the ability to foster a safe, purposeful and inclusive Primary School learning environment, and a capacity to manage and develop constructive and respectful relationships with staff, students, parents, and other members of the community.

Capabilities

- Advocate for all students
- Develop relationships
- Develop individual and collective capacity

Educational Leadership

Demonstrate the capacity to lead, manage, and monitor the Primary School's improvement process through a current and critical understanding of the learning process and its implications for enhancing high-quality teaching and learning in every Primary classroom.

Capabilities

- Shape pedagogy
- Focus on progress, cultivate leadership in others
- Promote inquiry and reflection

Symbolic Leadership

Demonstrate the capacity to model important values and behaviors to the Primary school and community, including a commitment to creating and sustaining an effective professional learning community within the Primary School and supporting this across the entire school.

Capabilities

- Develop and manage self
- Align actions with shared values
- Create and share knowledge

Cultural Leadership

Demonstrate an understanding of the characteristics of effective schools and a capacity to lead the Primary School community in promoting a vision of the future, underpinned by common purposes and values that will secure the commitment and alignment of community members to realize the potential of all students.

Capabilities

- Shape the future
- Develop a unique ISD school climate and culture, hospitable to education
- Sustain partnerships and networks with the broader community

Experience

Experience in school development including curriculum, facilities, finance, communications/marketing, and staffing; experience with school startups would be helpful

- Experience in school accreditation
- Experience with strategic and project planning and execution
- Resilience and commitment in achieving goals
- Proven success in recruitment in an international setting
- Experience with International Baccalaureate (IB)
- Proven experience and success as an instructional leader
- Experience with and a commitment to innovation and technology in education

Academic and Professional Qualifications

- An advanced Educational Degree, with a credential in Administration
- Previous successful experience in administrative roles, particularly as school principal or similar role
- Overseas experience desired

Salary and Benefits

An initial, multi-year and renewable contract offers a regionally competitive package of compensation and benefits commensurate with the responsibilities of the position.

Application instructions found on the final page of this announcement.

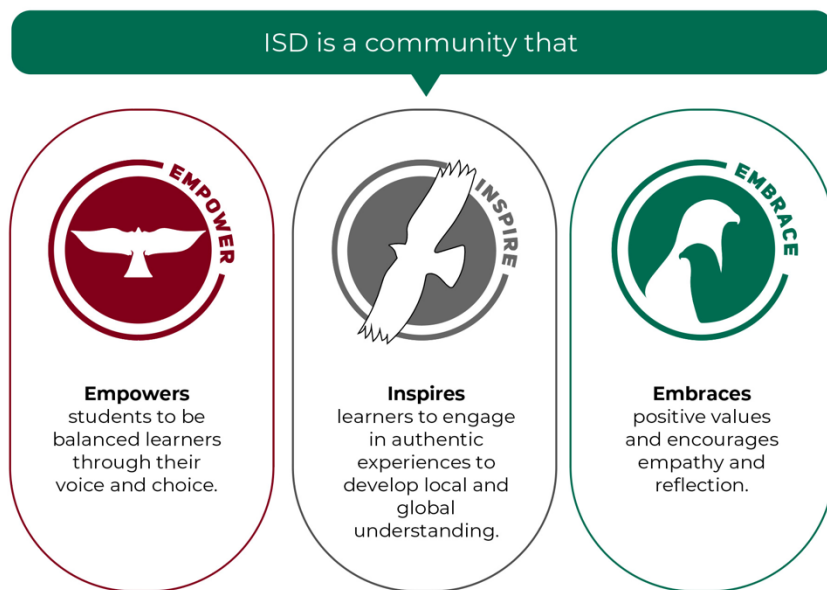
Introduction

International School Dhaka (ISD) is a pre-eminent International Baccalaureate (IB) World School in Dhaka, Bangladesh. Founded in 1999 and built to accommodate students from Playgroup (age 2) to Grade 12. The school provides a high-quality international education for both the local and the international community. We are a global community of over 25 student nationalities with a diverse international staff.



Mission & Philosophy

Mission



Philosophy

The ISD learning environment nurtures holistic well-being:

- Where systems, processes, and practices are sustainable
- That meets the needs of a variety of learners
- That is physically and intellectually stimulating

At ISD there is a high-quality inclusive education:

- That fosters the characteristics and attributes described in the IB learner profile
- That empowers learners to co-construct what they know, understand, and can do
- That nurtures creativity and individuality
- Where the curriculum is transferable
- That develops effective teams and leaders.
- That meets or exceeds the IB Standards and Practices for the PYP, MYP, and DP
- That allows all students to access the curriculum, be challenged, and reach their potential

ISD challenges our community to be responsible and internationally-minded learners:

- Who embrace cultural diversity and develop intercultural understanding
- Who foster compassion and empathy for each other and the world
- Who are responsible and engaged global citizens
- Who develop clear communication skills within a multilingual environment

At ISD learning is enriched by interactions and partnerships with our community:

- Through effective home-school relationships
- Through the use of community resources to enhance learning experiences
- Through engagement in authentic service and action.

Overview

The School

ISD is the only IB world school in Dhaka. As an IB World School, we offer an internationally recognized curriculum for children aged 2-19. This includes the IB Primary Years Programme (PYP), IB Middle Years Programme (MYP), and IB Diploma Programme (DP). Our broad and balanced international curriculum reflects a rigorous academic program, community service, the performing arts, and a healthy and balanced lifestyle.

The school is managed by International Schools Services (ISS) and is accredited by the Council of International Schools (CIS) and the New England Association of Schools and Colleges (NEASC). We are authorized by the International Baccalaureate Organization (IBO).

You can visit the school website [here](#).





The Sponsors

The Primary Principal and Administrative Leadership Team will work closely with the school Director in collaboration with the Board of Directors and the STS group. As a part of the network of ISS managed schools, ISD will be supported with connections to resources and training available through ISS.

The School Program of Learning

ISD offers the full IB Programmes and the IB Learner Profile is at the heart of our curriculum. The Programmes include PYP, MYP, and DP. Learning happens in the purpose-built Early Years, Primary, and Secondary buildings.



Campus

ISD has a spacious 5.5-acre campus with:

- Purpose-built, centrally air-conditioned buildings, and classrooms
- 360-seat auditorium with state of the art lighting, projection, and sound
- Specialist teaching rooms including science laboratories, art, music, and drama studios, a design and technology center.
- Sports gymnasium and a fitness room
- Swimming pool (25 meters with 6 lanes)



- Large sports field
- Tennis/basketball courts
- Modern Early Years specialized play area
- Gardens and green space throughout campus



You can have a virtual campus tour [here](#).

Location

International School Dhaka is located in Dhaka, the capital city of Bangladesh, in southern Asia. The ISD campus is in the heart of the newly renovated, affluent residential area of Basundhara. This distinctive location provides a convenient, state-of-the-art, and spacious learning atmosphere. Dhaka is called the City of Mosques and the Venice of the East; it is also known as the Rickshaw Capital of the World.

To know the spirit of Bangladesh [Watch This Video](#).



Follow ISD to Learn More



Fast Facts

Year Established	1999
Accreditation Agency	CIS, NEASC
School type	IB World School, Co-educational, Playgroup - Grade 12
Language of Instruction	English
Total Enrollment	403
Primary School Enrollment	171
Secondary School Enrollment	232
Average Class Size	20-22
Student Age Range	2-19
Average % Home Country Nationals	90
Student Nationalities	25+
Number of Faculty	105
Faculty Nationalities	23+
Number of Board Trustees	4
Tuition (2020 - 2021)	\$4,430 - \$30,485

Application Instructions

Effective Date: August 1, 2021

Application Deadline: March 1, 2021

Mr. David Randall, ISS Senior Leadership Executive, Governed Schools and Administrative Searches, will serve as the lead consultant for International School Dhaka Primary Principal search. He 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. You will be contacted by Anna Santori 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 are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible, as ISS and ISD 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>.