

Leadership Search



Secondary School Principal (G 6-8) Bavarian International School *Munich, Germany*

Application Deadline: August 6, 2022
Start Date: August 1, 2023

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 Secondary Principal (grades 6-8) reports to the Deputy Head of School on all issues concerning the MYP programme, implements policies as set by the Head of School (HoS) and Supervisory Board and recommends policies and/or procedural changes. The G6-8 Secondary Principal liaises with the Deputy Head of School and Principals of other sections to ensure unity of purpose and mission as well as ensuring alignment of curriculum, instructional practices, and shared events.

Students:

- Establishing and maintaining positive relationships with all members of the community: faculty and staff, students, and parents.
- Establishing and maintaining expectations of student behaviour in and around the school to create a well-functioning learning atmosphere.
- Brings to bear an up-to-date understanding of secondary school aged students' academic, social, and emotional development.
- Contributes to the wider school curriculum through active involvement in after-school activities, field trips, overnight trips, etc.
- Oversees the monitoring and assessment of student progress.
- Reviews student reports and oversees the provision of appropriate follow-up, including parent-teacher meetings and case conferences, as necessary.
- Coordinates and reviews student evaluation and reporting processes.

Staff:

- Assists in the selection, recruitment and hiring of secondary staff.
- Leads regularly scheduled faculty meetings, ensuring healthy communication of information, concerns, and celebrations of success.
- Appraises and supervises teachers supported by appropriate documentation.
- Works together with HoS, Deputy HoS and Principals in the improvement of staff appraisal processes and supports further development of peer and instructional coaching.
- Designs and guides professional development opportunities for staff in conjunction with the MYP Coordinator and Secondary School Leadership Team.
- Assigns duties, extra responsibilities, and substitutions.

Curriculum:

- Supervises all aspects of the MYP programme including curriculum, policies, procedures, staffing, appraisal, and general administration.
- Supports Secondary timetabling process.

General:

- Ensures regular, sustained, and meaningful communication between school and home with regard to student progress, goals and events.
- Responsible for the Secondary (G6-8) budget, including special programmes, events, professional development, orders, and purchase of educational materials.

- Participates in strategic planning/accreditation processes.
- Coordinates and supports special events for the G6-8 Secondary.
- Attends meetings according to the needs of the school, including regularly scheduled Admin, Curriculum and Emergency planning meetings and Supervisory Board meetings, when invited.
- Models the values and professional demeanour as expressed in the BIS Mission and Mandate.

Academic & Professional Qualifications

- Master's degree in educational leadership and/or curriculum and instruction at a minimum

Skills, Experience, & Attributes Sought

- A minimum of three to five years of comparable leadership experience in an international school or IB school.
- Teaching experience in the MYP 1-3 programme.
- Experience with curriculum leadership, assessment, personnel, and budgeting.
- Proven ability to develop a twenty-first century educational experience using innovative technology to positively impact student learning.
- Proven record of the ability to develop and inspire colleagues.
- Firm grasp of the underlying structures and requirements of the MYP and IB continuum of learning.
- Strong background in student performance assessment.
- Experience with data management, analysis, and presentation.
- Excellent interpersonal, communication and presentation skills.
- Excellent writing skills.
- Excellent command of English, both written and oral.
- A strong awareness of child protection and a commitment to ensure the safety of our students.

Salary & Benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate.

Application instructions found on the final page of this announcement.

The School

Bavarian International School (BIS) is a non-profit educational institution with two campuses (Haimhausen and Munich-Schwabing). Approximately 1,200 children and young people from more than 60 nations between the ages of 3 and 18 attend the private all-day school. Personalised education, innovative and holistic learning as well as an international mindset characterise the educational philosophy under the motto "Believe. Inspire. Succeed."

BIS is the only international school in Germany to offer all four IB programmes of the International Baccalaureate Organisation. With 30 years of experience (1991 - present), the IB World School is shaping the future of education and fostering growth and potential for students living in the Munich area.

Mission, Vision, & Core Values

Mission

Inspiring and challenging young minds as a caring and committed international community to achieve excellence, assume responsibility and pursue life-long learning.

Vision

BIS strives to develop motivated, responsible life-long learners who make a difference to our world.



Core Values

INSPIRING AND CHALLENGING YOUNG MINDS

- Stimulate inquiring minds and spark enthusiasm for discovery and exploration.
- Focus on all aspects of student development: the academic, the intellectual, the creative, the social, the physical, the ethical and the emotional



AS A CARING AND COMMITTED INTERNATIONAL COMMUNITY

- Provide an open-minded and supportive atmosphere through a climate of commitment, empathy and open communication.
- Facilitate the acquisition of languages and understanding of culture by communicating in English and by providing instruction of German and other languages.
- Promote international-mindedness throughout our curriculum by exploring our diversity of culture, language and experience while gaining insights from the unique perspective of our German host culture.

ACHIEVE EXCELLENCE

- Promote the acquisition of concepts, knowledge, skills and attitudes required to think critically, pursue excellence and fulfil one's personal potential.
- Be a dynamic and progressive school with well-resourced and innovative programmes.
- Pursue excellence through a commitment to the continuum of the IB programmes and other accrediting educational organisations.

ASSUME RESPONSIBILITY

- Stimulate inquiry into local and global issues from multiple perspectives and develop the understanding that the opinions of others may also be right.
- Build a strong sense of personal and social responsibility that sets the foundation for a balanced lifestyle and encourages service to others, our community and our environment.

LIFE-LONG LEARNERS

- Challenge our students to become life-long learners by taking risks, reflecting on their experiences, and preparing for their futures.
- Encourage parent and family involvement in each student's learning to enhance the success of our programmes.
- Excel in standards of education with dedicated teachers and committed staff who seek multiple opportunities for professional development.

Overview

History



The school was established in 1990 to offer an English medium education to children from the international community in the north of Munich. BIS opened officially on 18 February 1991 with only five students and are celebrating over 30 years of inspiring and challenging young minds. Enrolment grew steadily, and by 1997 BIS reached the milestone of the first graduating class made up of seventeen students.

In August of 1998 BIS moved from its start-up location in Schwaig to a permanent home in Haimhausen. Set in a green and peaceful park-like environment, the historic mansion known as Schloss Haimhausen was renovated and adapted into classrooms. Over the ensuing years, additional facilities were added to enhance the campus and to accommodate the steady rise in the student population. BIS Haimhausen campus currently serves over 900 students in Early Childhood (age 3) to G 12.

In response to an ever-increasing enrolment and the demand for an international education in English, a unanimous decision was made in 2011 by the Board and leadership to open an additional Primary School campus in Munich City. In January 2016, the BIS City Campus on Leopoldstrasse in

Munich-Schwabing proudly opened its doors, now serving over 220 students in Early Childhood (age 3) to Grade 5.

Accreditation & Memberships

- NEASC
- IB PYP/MYP/DP/CP
- ECIS
- AISH
- AAIE
- AGIS (Association of German Int'l Schools)
- AISB (Association of Int'l Schools of Bavaria)
- BTEC
- GISST (German International Schools Sports Tournaments)
- ESC (European Sports Conference)

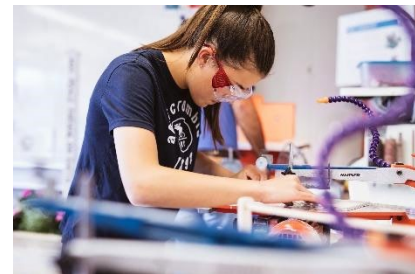


Curriculum

The Bavarian International School is an IB World School, the only school in Germany authorised by the International Baccalaureate (IB) to offer all four IB programmes: the Primary Years Programme (PYP), the Middle Years Programme (MYP), the Diploma Programme (DP) and the Career-related Programme (CP).

Technology

BIS stands for state-of-the-art education. Design and Educational Technology have been an integral part of the curriculum for many years. BIS students learn and collaborate with interactive whiteboards and Apple TVs, iPads (1:1 programme in G 4-5), Laptops (1:1 BYOD programme in G 6-10; 1:1 Macbooks in G 11-12) laboratories for science and technology, and studios for creativity, visual and performing arts.



Arts, Athletics, & After School Activities

Students and parents alike regard the multitude of extracurricular activities on offer as an exceptional feature of BIS. Included in the more than 80 activities offered across both campuses per week are sports, CAS (Creativity, Activity, Service), Model United Nations debate team, the Eco-School project, and the Duke of Edinburgh's International Award, a mix of fitness, scouting and expeditions. According to Dr. Chrissie Sorenson, Head of School at BIS, in all these activities, social engagement, interdisciplinary collaboration and exploring new horizons play a particularly important role.



Faculty

170 teachers provide BIS students with a first-class teacher-student ratio of 7.5 to one, a ratio that allows teachers to differentiate in the classroom and address the individual needs and strengths of each child. Tangible proof of the success of this approach is seen each year in BIS students' IB Diploma scores: in 2021, the average score was 37 points, well above the worldwide average (33).

Community

The BIS Parent Community Council (PCC) welcomes new families to the community, helping them to settle in and become involved in multiple clubs and activities. These services make BIS a vital factor for the economy of Greater Munich, serving as both an instrument for business promotion and location marketing. "Without BIS, it would be much more difficult to attract qualified managers and experts from around the world to Munich," emphasises Dr. Manuel Cubero, former CCO of Vodafone GmbH and CEO of Kabel Deutschland Holding AG. 75% of parents are expats, specialists, and executives for international companies, who usually stay for between 1-3 years. Approximately 45% of international parents receive full or partial support of school fees by their employer. Companies who send their students to BIS include Eurofighter, Airbus, BMW, Audi, Allianz, Microsoft, Google, Amazon, IBM, Huawei, Samsung, Tata, Apple, and Linde etc.

DEIJ Commitments & Practices



Internationality and diversity is virtually the DNA of this all-day school. English is the language of instruction, with instruction in the German language offered for all levels of proficiency beginning in Early Childhood. French, Spanish, and Mandarin are offered as a second modern foreign language choice, and the optional 'Home Language Programme' allows students to maintain and develop literacy in their native language. Home Language learning is currently offered in 17 languages.

The Newcomers Centre offers students arriving with little prior knowledge of English, intensive language support in a safe and supportive environment. Approximately 65% of the students do not speak English as their native language, and top 5 home languages: English 33% | German 27% | Spanish 9% | Japanese 4% | Russian 4%.



School Overview

Bavarian International School is divided into 3 school sections – Primary-CC (City Campus), Primary-HH (Haimhausen campus) and Secondary (G6-12) - 2 Secondary Principals (G6-8, G9-12)

“We provide our students with the intellectual, intercultural, social, emotional and, most importantly, with the critical perspectives they will need as adults in a global, technological world. Our students will be able to solve the challenges of the future and make the world a better place,” says Dr. Chrissie Sorenson, Head of School at BIS. “Each child’s individual development is placed at the very centre of the educational focus at BIS.”



Development, innovation, and the future, all drive the curriculum and teaching at the BIS campuses and to this end, the management team of the Bavarian International School has set the goal of building a state-of-the art ‘Creativity & Innovation Centre’ (CIC). As the modern heart of the Haimhausen campus, the CIC will be designed to support the teaching and learning in the ‘STEAM’ disciplines: ‘S’ for Science, ‘T’ for Technology, ‘E’ for Engineering, ‘A’ for Arts and ‘M’ for Mathematics.



BIS has recently launched a fundraising and sponsorship programme to realise this major project; to recruit and promote excellent teaching staff; and to create a scholarship programme to enable highly talented students in need of financial assistance to experiment, learn, and create in the centre. “If there is one big headline to describe everything that we do at the Bavarian International School, then it’s ‘Shaping the Future’,” concludes Dr. Chrissie Sorenson.

Campus

Facilities & Premises

Two campuses – one in suburban Haimhausen just north of Munich (since 1997) and one in Munich-Schwabing (since 2016). See <https://www.bis-school.com/admissions/virtual-visit> for more details on each campus.

Fast Facts

Year Established	1991
Accreditation Agency	NEASC / IB
School type	Non-profit, English Language, Private, Day
Language of Instruction	English
Total Enrollment	1,136
Lower School Enrollment	497
Middle School Enrollment	267
Upper School Enrollment	372
Student Nationalities	60
Percentage Home Country Nationals	28%
Percentage Annual Student Turnover	25%
Student to Teacher Ratio	7.5:1
Number of Staff	210
Faculty Nationalities	30
Percentage Annual Faculty Turnover	8%
Number of Board Trustees	9
Tuition (2021 - 2022)	EUR 14,850 – 20,080
Annual Operating Budget	EUR 26 million

Follow Bavarian International School to Learn More



Application Instructions

Effective Date: August 1, 2023

Application Deadline: August 6, 2022

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for Bavarian International School | Secondary School Principal (G 6-8) search. She will be assisted by members of the ISS Administrative Search Team.

In order for your application to be considered, the following items must be completed in the ISS EDUrecruit system via the link provided in this announcement:

- CV/Resume without a photo
- Letter of Interest
- Input contact information for three confidential references in the EDUrecruit profile

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:

[Bavarian International School | Secondary School Principal \(G 6-8\)](#)

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. **There is no fee to apply for this position.** *

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

[Bavarian International School | Secondary School Principal \(G 6-8\)](#)

Instructions for ISS EDUrecruit Candidates

If you already have an ISS EDUrecruit account, [here](#) is the link to login.

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

[Bavarian International School | Secondary School Principal \(G 6-8\)](#)

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. One step in our ongoing journey toward more antiracist behavior and outcomes is the removal of photos from candidate profiles.

Please DO NOT include photos on the CV and/or cover letter uploaded to your candidate profile**



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 {{School abbreviation}} 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.

* If you are interested in a full candidate membership you can upgrade at any time for USD\$75.

** 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](#).