

Leadership Search



Head of School International School of Aruba *Oranjestad, Aruba*

Application Deadline: April 21, 2022
Start Date: July 15, 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

Working at the International School of Aruba is an incredible opportunity to live in the heart of the Caribbean, while sharing in creative, quality learning with a talented community from all over the world. The ISA Community has created a positive culture that celebrates individual growth and diversity. The Head of School (HoS) provides the necessary support to help this ecosystem continue to thrive by providing oversight for all programs at ISA. That includes Preschool, Elementary, Secondary, ISAOnline and the GED program. Depending on staffing and student needs, the HoS must wear many hats. The current HoS also facilitates the Independent Study program and is currently the guidance counselor for college admissions. All communication and collaboration with local government officials comes through the HoS office, with input and language assistance from the ISA Business Manager. Quarterly parent meetings are also held for direct communication with the families.

Reports

The HoS reports directly to the Board through a minimum of three (3) Board meetings per year. Monthly Board reports are submitted online through a shared dashboard. The government requests annual reports about the GED program. Numerous academic and budget reports are reviewed and shared with stakeholders.

Duties & Responsibilities

- Supervision and evaluation of employees
- Lead role with school improvement and accreditation
- Fiscal responsibility for a Non-Profit “Stitching.”
- Ensuring ISA community members are informed and involved
- Addressing issues when the guiding principles are not followed
- Being available and receptive to find an effective solution to each challenge

Skills, Experience, & Attributes Sought

- Needs cultural awareness and sensitivity
- Patience is a necessary character trait when working in the Caribbean region
- Previous experience in working with students, families, and staff whose first language is something other than English is necessary

Academic & Professional Qualifications

- Master's Degree is required
- Five years or more experience in Educational Leadership
- Administrative Credential or equivalent is required
- Membership in available professional organizations is encouraged.

Salary & Benefits

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

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

The School

ISA strives to provide a challenging and joyful learning environment to enable each student to take a unique path to achieve their potential. As a community of learners, all of us - teachers, parents, students, and administrators - work together to inspire and nurture success for each student.

Mission, Vision, & Core Values

Mission

ISA students will impact our world by learning to apply leadership, character, and community service in real-life, unpredictable situations.

ISA Guiding Principles

Decisions are made by considering the impact on Learning—
Community Guiding Principles.

At ISA we:

- value learning.
- give our best effort.
- provide physical and emotional safety.
- create solutions.



To maintain our focus on learning, we use this process:

When student behaviors conflict with our guiding principles, we will: Talk with the student / Involve the parent / Involve the support group / Involve school leadership as necessary to understand why the behavior continues and do what is needed to eliminate the conflict.

Core Values

ISA Believes:

- in the dignity and intrinsic worth of all individuals
- honesty, trust, and respect are fundamental to all relationships
- a safe, nurturing environment is essential for learning
- setting high expectations challenges everyone to reach higher levels of achievement
- developing skills including critical thinking, collaboration, and problem-solving are essential in an ever-changing world
- individuals are responsible and accountable for their choices and actions, as they relate to themselves, others, and the environment
- developing an understanding, appreciation, and respect for diversity as vital to the global community
- a partnership amongst school, family, and community is essential to foster further development and learning
- learning is a continual process and life-long activity

Overview

History



The first English school in Aruba was opened in Seroe, Colorado, in September 1929. It was owned and operated by Lago Oil and Transport Co. Ltd. to provide for the schooling of the expatriates' children.

During the 1960s, the school also opened its doors to dependents of island residents on a tuition basis.

With the closing of Lago in 1985, the parents of the remaining students formed the International School of Aruba (ISA), a non-profit foundation, to ensure the continuation of English-language education on the island. In March 2004, the Board of Directors passed the governance and ownership of ISA to International Schools Services (ISS), a not-for-profit organization of Princeton, New Jersey.

In September 2005, ISA celebrated the 75th anniversary of American international education in Aruba and the groundbreaking for the new campus.

ISS promised to fund a new building as part of the transfer agreement. The school's long-held wish came true with ISS financing the construction of a new campus. In August 2006, ISA moved to its new, more central location in the Wayaca Residence area. ISA aims to reach out to more of the island's population from this improved position. The school holds an annual Open Day and reaches out in other ways via various community service projects.

Curriculum

The American-based curriculum is that of U.S. academic and college-preparatory public schools. The program strives to enable its students to achieve their highest possible level of intellectual, social, and personal development. It includes Advanced Placement (AP) courses in Spanish, English, calculus, art history and studio art, human geography, European history, and world history. The maximum class size is 23. Instruction is in English, but students may also study native Spanish and native Dutch programs. Students in the secondary grades carry 6 courses through the school year. The school has been fully accredited by the AdvancED/Cognia since 1990. Most of ISA's graduates go on to universities in the United States, Canada and The Netherlands.



Learning Support

ISA has a full-time Support Specialist to assist in developing formal and informal IEPs for all students. This professional is highly experienced with both EAL and Special Education. ISA provides after-school transportation for both academic support and enrichment programs.

Technology



Technology's role is increasing daily in all areas for students and the community. Every student in elementary has an assigned device, while secondary students use a "Bring Your Own Device" (BYOD) program, in which each student purchases his or her own laptop for use at school and home. ISA recognizes this importance and prepares students to live, learn and work in an increasingly technologically complex world. There is a proposal in the works to upgrade the incoming signal to fiber through the local provider SETAR.

Arts, Athletics, & After School Activities

Athletics

Athletic activities thrive at ISA, with many students showing profound interests in sports such as soccer, basketball, volleyball, beach tennis, indoor hockey, softball, etc. In order to promote and ensure athletic development, the ISA campus includes a roofed gymnasium, beach tennis/ beach volleyball courts, and an artificial turf soccer field on campus.

Every year, ISA students participate in competitions both on and off the island. Teams from ISA participate in IBISA sports competitions on the island. Prior to Covid restrictions, our high school soccer team traveled to Jamaica to participate in a soccer tournament that included teams from international schools from all over the Caribbean and other regions.



After School Activities

The International School of Aruba offers a wide variety of activities and clubs -- both teacher and student-led -- during school hours and beyond. At ISA, students from elementary to high school have the opportunity to join clubs and participate in activities in all areas ranging from music, theater, sports, and even a scuba diving/coral restoration club. Students can also run for positions in leadership clubs such as Student Council, Interact and the National Honor Society. With this many options, students can easily find a place at ISA!

Faculty

During the 2021-2022 school year, there are 29 faculty members, including 12 U.S. citizens, 12 host-country nationals, and five third-country nationals. In addition to the teaching staff, the faculty includes a school counselor, a librarian, an English as an Additional Language (EAL) specialist, a business manager, a business office assistant, and a U.S. trained, U.S. certified chief administrator. Most staff members have previous international experience in education and 60% have master's degrees.

Governance

The International School of Aruba is owned and managed by International Schools Services, a non-profit corporation dedicated to educational excellence for children attending international schools worldwide. Headquartered in Princeton, New Jersey, International Schools Services (ISS) is led by a team of professionals, each with decades of overseas experience. ISS senior staff serve as members of the ISA Board of Governors along with the Head of School. (www.iss.edu)

DEIJ Commitments & Practices

With such a diverse student and staff demographic, social acceptance of differences creates a dynamic and positive environment for learning.

Child Protection & Student Well-being

There are agencies within Aruba to assist, but the bulk of the responsibility falls to ISA staff in helping the students and families. This is an area in which improvement of the external support available is needed.

Academic Calendar

The school year consists of two semesters, usually starting from the middle of August to the end of January and from the end of January to the middle of June. The school year is divided into four quarters, with 45 days in each quarter. There is an 8-week break during June and July. Additional breaks include a 3-week winter break from December to January and a 1.5-week Spring Break. Report cards are sent home at the conclusion of each term.



Grade Level Overviews

Primary Program



The ISA program for children ages three to six years old offers a safe, happy place where children are motivated to become self-directed, independent learners. Students develop skills to become strong individuals in a supportive community, learning to be responsible citizens who care for themselves and show empathy towards each other.

The learning experience is a cooperative partnership between parents, children, and teachers to provide a nurturing, rewarding and enjoyable school experience. The unique

classroom environment is designed to help children explore each subject area at their own pace. Children gain self-confidence, independence, social skills, and healthy self-esteem as they grow physically, socially, and academically.

The classroom is carefully prepared to inspire curiosity and a passion for learning. Three-year-old children attend a half-day program (8:30 am -12:00 pm), while four- to six-year-old children attend the full-day program (8:30 am-3:10 pm). ISA focuses on creating a culture of peace - the classroom and school belong to the children. This teaches the child to respect oneself, others, and the world around them. ISA's mission is to impact the world by learning to apply leadership, character, and community service in real-life, unpredictable situations.

At ISA, students learn with their heads, hands, and hearts! ISA's main language of instruction is English. Students also receive classes in Art, Music, Technology, Physical Education, Languages (Dutch or Spanish) and Library, taught by a specialist teacher. ISA provides transportation services for all students, including those in the half-day program. The lunch service for full day students is a delicious, healthy meal, specially prepared by the school chef - keeping in mind nutritional needs and growing bodies. Lunches are served in the classroom where the students eat together, family style.

Elementary School

The Elementary division consists of grades one through six (1-6). This learning community is a busy and happy place, full of exploration, collaboration, friendship, and fun. Educators use a STEAM approach to learning. The model uses Science, Technology, Engineering, Arts, and Mathematics as a framework to guide student inquiry, dialogue, and foster critical thinking. Students are encouraged to apply their knowledge and learning to school and local community projects.

The primary language of instruction is English. Core subjects include English, Math, Science and Social Studies. Students attend special classes which include Physical Education, Languages (Dutch or Spanish), Arts, Music, Library and Character Education. Technology is fully integrated in the curriculum, and students in upper elementary are provided with Chromebooks for classroom use.



Students foster 21st-century skills within the 3 Cs of learning: Conceptual, Competency, and Character. The School focuses on each student's individual needs as they build essential learning foundations and become active participants in their own learning process.

Secondary School

Overview

The Secondary division consists of grades seven through twelve (7-12). The first two years in secondary school help students practice and prepare for the high school program using the same grading system. Students take core courses of Math, Science, Social Studies and English, and special classes that include Physical Education, Languages (Dutch or Spanish), Arts, Advisory and Collaborative courses.

Technology is fully integrated into the curriculum. Students receive guidance and support during this critical period of adolescence in various topics, including organization and communication skills, friendship, time management skills, decision making, community service, and future planning. A solid foundation of academic and personal development leads to greater success in high school and beyond.

ISA is accredited by Cognia (former AdvancEd). The Dutch program is accredited by Nederlands Onderwijs in het Buitenland (NOB).

High School Academic Program

The high school program (grades 9-12) is modeled after a U.S. university preparatory school. It is based on the Advanced Placement (AP) model, where students have the opportunity to take university-level courses while still in high school. The primary language of instruction is English. ISA students are engaged in a cutting-edge curriculum that applies their learning in contemporary, real-world scenarios. By maintaining small class sizes, the School can support each student as an individual and customize the learning by interest and future goals. Through creative scheduling, students are supported with individual counseling and weekly grade-level advisory time. Clubs are based on student interests.



As of the 2020-2021 school year, students must earn 22 credits in order to graduate with a U.S. high school diploma. This will include four credits of English, three credits of Math (Algebra 2 required or four credits with admin placement in alternative courses), three credits of History/Social Science (U.S. History required), three credits of Science (Biology required), three credits of Languages taken consecutively, one credit of Physical Education, one credit of Fine Arts and four elective credits. A Post-Graduate Program is available for local students who wish to spend one year at ISA to help prepare for university entrance.

Campus

Facilities & Premises

After decades of excellent education in an area known as the Colony, a quiet environment overlooking azure waters at the far end of the island, ISA's new location is more conveniently located to Aruba's capital city, Oranjestad.

International School of Aruba now gazes upon the nearby Hooiberg (a haystack-shaped mountain), an inspiration to reach even greater heights in the programs ISA offers. The campus boasts a turf soccer field (the first in Aruba), beach tennis courts, and a new visual and performing arts wing. The community is excited about the new and enhanced facilities and the number of students attending continue to grow annually. From this improved position, ISA aims to reach out to more of the island's population.

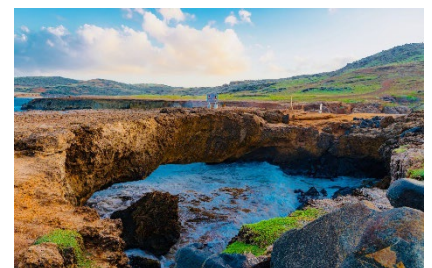
Location

Aruba is a popular Caribbean Island only 18 miles off the Venezuelan coast. It is only 19.6 miles long and 6 miles across at its widest point, approximately 70 square miles. It is one in a group of three islands called the "ABC" (Aruba, Bonaire, Curacao) islands. These islands have a definite Dutch flavor as they have been closely tied to the Netherlands since 1636. Although the island now has control over its own internal affairs, it is still considered part of the Kingdom of the Netherlands.

Aruba's long stretches of white sand and clear waters attract numerous tourists. The Cultural Center in Oranjestad offers concerts, ballet, folkloric presentations, and art exhibits throughout the year. The city also includes historical, archaeological, and numismatic museums. The New Year's Day festivities and Carnival in February are incredibly colorful and popular celebrations.

It is a flat, windy, and desert-like island and is on the southern fringes of the hurricane belt. The main area of accommodations is along the west coast, where a series of high and low-rise hotels and casinos draw visitors worldwide. Timeshares, condominiums, and restaurants are gradually being developed inland from this west coast. Aruba has more timeshares than any other island in the Caribbean and depends heavily on the tourist industry as almost everything has to be imported, including fruit.

The official languages are Dutch and Papiamentu, but English and Spanish are widely spoken. Most indigenous people speak several languages.



Fast Facts

Year Established	1929
Accreditation Agency	Cognia
School type	PK3 - 12
Language of Instruction	English
Student Age Range	3 - 18 years
Total Enrollment	172
Lower School Enrollment	67
Middle School Enrollment	39 (Grades 7 & 8)
Upper School Enrollment	66
Student Nationalities	28
Percentage Home Country Nationals	18%
Percentage Annual Student Turnover	22%
Average Class Size	13
Student to Teacher Ratio	6:1
Number of Faculty	28
Faculty Nationalities	16
Percentage Annual Faculty Turnover	10%
Number of Board Trustees	7
Tuition (2021 - 2022)	\$ 9,269 - \$ 20,754
Annual Operating Budget	\$ 3 million

Follow International School of Aruba to Learn More



Application Instructions

Effective Date: July 15, 2023

Application Deadline: April 21, 2022

Mr. David Randall, Senior Leadership Executive, International School Services, will serve as the lead consultant for International School of Aruba Head of School search. He 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 of Aruba Head of School](#)

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:

[International School of Aruba Head of School](#)

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:

[International School of Aruba Head of School](#)

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. As such, **we request the resume and cover letter you upload to your candidate profile not include your photo. ****

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 ISA 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](#).