

Leadership Search



Middle School Principal Cayman International School *George Town, Grand Cayman*

Application Deadline: November 30, 2022
Start Date: August 3, 2023

Desired Qualities and Qualifications

The Middle School Principal is responsible for the leadership and management of all aspects of the Middle School program. The new principal will join a strong Middle School team and continue to expand the program. They will also be a contributing member of the CIS Leadership Team and the CIS Community in general. Indeed, the Middle School Principal is to embody the CIS Community Principles of Kindness, Partnership, Sustainability, and Good Intent, whilst connecting, inspiring, and serving.

Skills, Experience, & Attributes Sought

- Proven record of effective instructional and operational leadership in a student-centered environment
- Passion for working with students, and a resolute commitment to student-centered and community-centered approach
- Experience with advisory, extension, and learning support programs
- Demonstrated experience in programmatic development and implementation and the ability to use data to inform programmatic decisions
- Experience in strategic thinking, implementation, and project management
- Strong interpersonal and organizational skills
- Leadership style that values collaboration, cooperation, and a clear vision
- Effective, clear, and sensitive communication skills (written and verbal)
- Experience in faculty recruitment, support, and evaluation
- Comfort and success with professional development design and delivery
- Ability to commit for a minimum of 3 years
- Comfortable with the volatility, uncertainty, complexity, and ambiguity (VUCA) of our world
- Open-minded; approachable; dedicated; energetic. organized, efficient
- Able to engage and lead passionately, deliberately, motivationally, and inspirationally
- Innovator, team player, good sense of humour, creative and pragmatic problem solver

Academic & Professional Qualifications

- Minimum three years of leadership experience as a Principal or Assistant Principal in a Middle School or Secondary School setting
- Minimum five years or more of successful teaching experience in a Middle School or Secondary School setting
- Experience in international schools is preferred
- Master's degree or higher (may be in progress)
- Administration certification (may be in progress)
- Familiarity with advisory and pastoral care programs
- Demonstrated success in the qualities and experiences outlined in the overview below

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

The Cayman International School (CIS) is a leading international school serving the multicultural, expat, and local families who live on Grand Cayman Island of the Cayman Islands in the Caribbean. CIS opened its doors in October 1994 as the Faulkner Academy. The school was purchased in 2002 by International Schools Services (ISS) of Princeton, New Jersey, and was renamed Cayman International School. CIS began the school year in the fall of 2003 with 102 students in grades PK-8. CIS is accredited by the Middle States Association of Schools and Colleges (MSA) from Pre-K2 to Grade 12, is registered with the Cayman Islands Government, and is an authorized IB World School. As the school has grown in current years, it has expanded its academic and co-curricular programs commensurately. They now offer a very robust learning program; extensive athletic, arts, service, and other co-curricular activities; and many project-based and service-learning opportunities.

Mission

Connect / Inspire / Serve (CIS). We are a positive community with passionate learners.

Vision

We are a positive school community strengthened by our international diversity. We find common ground in a shared commitment to learning that connects ideas and people, challenges us to grow, and inspires us to better ourselves and our world. We use principles to guide our journey and recognize that preparing for and shaping the future starts with embracing the opportunities that surround us each day.

Accreditation

CIS is accredited by the Middle States Association (MSA) of Schools and Colleges and is authorized to offer the International Baccalaureate (IB) Diploma Programme. In 2016, CIS was selected as the first Round Square school in the Caribbean, and a new student exchange program was launched. That same year, CIS joined the Common Ground Collaborative (CGC) and began a partnership with key consultants and like-minded schools to focus all the school's programs and activities on the shared community and learning principles described above. In 2017, CIS became a full member of the Association of American Schools of South America (AASSA) now known as AMISA (American International Schools in the Americas), enabling access to new professional learning opportunities and global connections.

Governance

Cayman International School is owned and governed by International School Services (ISS), a non-profit organization headquartered in Princeton, New Jersey, USA that works with more than 500 international schools and thousands of educators each year across its suite of services.

A Board of Directors established by ISS is responsible for decisions impacting the long-term health of the school, such as school policies, financial stewardship, facilities development, and strategic directions. The Director is responsible for the day-to-day leadership and management of the school, including building a strong educational program, recruiting, and developing outstanding faculty and staff, promoting collaboration and teamwork, engaging all the school's constituents, and advancing the school toward the initiatives identified in its strategic plan.



Curriculum

CIS believes that learning is a process of growing, deepening, and sharing Conceptual Understanding, Competencies, and Character in lasting, impactful ways. Those concepts are explicitly discussed at the middle and high school levels. Similarly, learning in early childhood through grade two focuses on the Head, Hands, and Heart, and students in grades three through five learn by Knowing, Doing, and Being.

Academic Calendar

The school year is from mid-August to mid-June.



The Academic Program

Early Childhood

The Early Childhood Program at CIS encompasses children from PreK 2 (two years old) through PreK 4 (four years old). Early Childhood classes have a teacher and assistant in each classroom. Class sizes are approximately 12-16 students. There are currently 148 students in the Early Childhood program. Dedicated to the development of the whole child, CIS uses The HighScope Preschool Curriculum, a research-driven, play-based, student-centered program, and the school offers Spanish language lessons, swimming, perceptual motor, and music & movement opportunities for all students in Early Childhood.



Elementary School

The Elementary School Program at CIS includes children from Kindergarten through Grade 5. There are four sections in each grade level with a total of 398 students. The Elementary Program at CIS is based on the Common Core and AERO standards, is informed by the Common Ground Collaborative, and is enhanced through special programs including STEAM, Spanish, swimming, PE, art, music, library, and integrated technology. Project-based learning, service, and

sustainability projects are integral aspects of the Elementary program that are coordinated through instructional coaching and team collaboration. CIS students learn to think like scientists, mathematicians, authors, musicians, engineers, artists, and more through authentic learning experiences. These co-created learning opportunities help children learn about themselves, their classroom, and the broader community and world.

Middle School

The Middle School at Cayman International School encompasses grades 6, 7, and 8 and currently has 210 students in the Middle School.

In the Middle School, teachers work collaboratively to create an environment that is supportive and responsive to student needs. During the middle years, students are developing intellectually, socially, emotionally, and physically. The staff understands the magnitude of these changes and has developed a program that is caring and nurturing. There is an emphasis placed on the use of higher-order thinking skills, hands-on instructional strategies, the development of study skills, and participation in extracurricular activities. Teachers work collaboratively to provide a smooth transition from elementary to middle school and collaborate with colleagues to prepare students for success in high school.



High School

The High School at Cayman International School consists of grades 9 to 12 and currently has 234 students. The curriculum is based on American and International standards and is designed to prepare students for graduation and entrance into universities around the world. Qualified students in grades 11 and 12 can take courses in the International Baccalaureate Diploma Programme (IBDP). CIS high school students also have a broad range of academic and co-curricular opportunities available to them to complement their academic

growth, including athletics, art, service, debate, travel abroad, and many other activities. With the opening of the new High School, there will be further opportunities for creativity, innovation, and STEAM-related curricular and co-curricular programming. Like the Middle School, the High School provides learning experiences that extend beyond the classroom walls. The staff at CIS works with students and families to find the best college fit for each student. In Grades 11 and 12, students can be part of a service and adventure trip. The service trip helps students develop empathy, reflect on their own lives, and begin to make important decisions about how they want to live out their lives as positive global contributors.

Learning Support

Cayman International School offers limited services to meet the needs of Elementary and Secondary students who require support, assistance, or further instruction to be successful in the regular academic program. Trained and experienced instructors provide educational intervention to students identified as needing support in their academic coursework. Some of these students may have a diagnosed learning difference that calls for an Individual Education Program (IEP). The goal of the student support program is to allow students with special needs to achieve meaningful success at CIS within the regular classroom.

Service Learning

At CIS, all children are taught very early to look out for one another and to care about the world in which we live. As they get older, CIS students are given opportunities to participate in community activities that stretch their understanding of the world and each other. Civvies days during each month help fundraise for local charities, thus strengthening community partnerships. The peer tutoring program builds respect for each other across grade levels. Clean-up events and recycling activities teach concern for the environment and build upon their sustainability principle.



Arts, Athletics, & After School Activities

At CIS student-athletes learn a great deal by participating in interscholastic athletics. The athletics programming is all-encompassing and offers learning opportunities to supplement the curricular Physical Education (PE) programming from Early Childhood right on through to graduation. CIS after-school activities are designed to provide our students to engage in various activities throughout the school year. These activities range from athletics, fine arts, design and STEAM, learning support, and more. CIS also

contracts several companies to offer exclusive programs to CIS students for our after-school activity programs. These courses are paid programs and are led by the top professionals on the island. The Arts are considered an integral part of student learning and students are encouraged to explore their natural interests and potential in a range of creative experiences. Music, theater, classic art, photography, design and technology and so much more are all part of the visual arts, performing arts, and technological arts programs.



The Community

Students

CIS serves 990 students from early childhood through high school, and the school is expected to increase to nearly 1100 students by 2025. More than forty nationalities make up the student body, with 23% being Caymanian. The average class size is around 17 students which creates a six-to-one student/teacher ratio.

Faculty

Cayman International School is committed to the whole child. Cayman International School is committed to the whole child. CIS has 170 staff members representing over 20 different nationalities. 67% of our teaching staff have at least ten years of experience and 62% have a master's degree or higher.



Student Wellbeing

The school recognizes that school years for children of all ages are periods of tremendous growth, curiosity, and transition in the lives of students and parents. They also recognize that Middle School students have different needs than other students. Through good teaching practice and modeling, CIS facilitates their students' intellectual, social, emotional, and physical growth through school and beyond.



Campus

Facilities & Premises

In 2006, through a partnership with Dart Realty and the William and Clare Dart Foundation and ISS - CIS moved into a brand-new facility - a large centrally located in the Camana Bay Development. Even after a three-phase facility expansion project was completed in 2014-2016, CIS continued to require more space for families who desired to be a part of the school community. Thus, in September 2019 and January 2021 CIS opened two new buildings due to the partnership with the Kenneth Dart Foundation. They now have over 195,000 square feet of indoor space (about 18,100 square metres) on 22 acres of land. The school was designed by award-winning architects and consists of shared spaces and specific spaces for Early Childhood, Elementary School, Middle School, and High School students – thus age-appropriate playground, eating, athletic and performing areas are available throughout the day.

The facility consists of three libraries, four STEAM labs, seven science labs, four music and performance rooms, three art studios, four student support rooms, over 65 classrooms, an outdoor mini-amphitheater, an expansive courtyard, multiple playgrounds, black box theatre and comfortable indoor and outdoor corridors. In addition, the school has a full-sized, artificial turf soccer pitch; swimming pool; two outdoor tennis courts; and two outdoor basketball courts. There is a multi-purpose facility, the Arts & Recreation Center (ARC), which includes a cafeteria, a gymnasium, and an auditorium, as well as a full-size gym and fitness centre.

Living on Grand Cayman

The Cayman Islands hold a distinct place in the Caribbean. It is among the most prosperous of islands, and you'll find life very amenable, with many of the modern western conveniences. There is an incredible amount of development occurring, particularly on Grand Cayman where the island's population has grown from approximately 10,000 residents in the 1980s to over 70,000 residents today. The Cayman Islands consists of three islands; Grand Cayman Island and the two sister islands - Cayman Brac and Little Cayman. The total population of the Cayman Islands is about 75,000 people, representing 135 nationalities.



The Cayman Islands is proud of its consistent and coordinated efforts in expanding its economy beyond financial services, legal services, real estate, and hospitality to include growing health, technology, and entrepreneurial industries. The Cayman Islands is proud of its management of the pandemic, as is the Cayman International School. We have been with in-person face-to-face learning since August 2020.

Follow Cayman International School to Learn More



Fast Facts

Year Established	1994
Accreditation Agency	MSA & IB
School type	Co-ed Day School
Language of Instruction	English
Total Enrollment	992
Early Childhood Enrollment	148
Elementary School Enrollment	400
Middle School Enrollment	211
High School Enrollment	233
Student Nationalities	40+
Average % Home Country Nationals	25%
Student Age Range	2 years to 18 years; Pre-K2 to Grade 12
Percentage of Annual Student Turnover	10%
Student to Faculty Ratio	6:1 in Pre-K2; 7:1 School Wide
Number of Faculty	120
Faculty Nationalities	20+
Percentage of Annual Faculty Turnover	15%; average tenure = 4.2 years
Tuition (2022-2023) and currency	18,100 to 30,000 USD
Annual Operating Budget and currency	23,000,000 USD
Number of Board Trustees	3
Average Class Size	17

Application Instructions

Mr. David Randall, Senior Leadership Executive, International School Services, will serve as the lead consultant for Cayman International School | Middle School Principal search. He will be assisted by members of the ISS Leadership Search Team.

Interested candidates should apply through the ISS EDUrecruit portal, where you will be prompted to submit the following confidential materials by **November 30, 2022**

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- Three confidential, supervisory references requests to your EDUrecruit profile from the last seven years, including one from your current post

Candidates New to ISS EDUrecruit, register for an account to apply for this position using this [link](#). *
To apply in EDUrecruit, click here: [Cayman International School | Middle School Principal Search](#)

Candidates Already Registered with ISS EDUrecruit, log into your account [here](#). *
To apply in EDUrecruit, click here: [Cayman International School | Middle School Principal Search](#)

*There is no fee to apply for this position. If you are interested in full candidate membership so all schools can access your profile, you can upgrade at any time for USD\$75. *

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and the Cayman International School (CIS) reserve the right to close the selection process at any time. If you require any assistance with the portal or have any questions, please contact execsearch@iss.edu.

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process 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, and we also reserve the right to withdraw an applicant's candidacy at any time should the information be forthcoming that may suggest the candidate is not suitable to progress in the process. Hiring is contingent upon a successful background check.

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](#).