

## Leadership Search



**International School**  
Reignwood Park

**Founding Head of School**  
**KIS International School**  
*Reignwood Park Campus*

*Pathum Thani, Thailand*

Application Deadline: September 26, 2022  
Start Date: July 2023

ISS is pleased to conduct this full search.

Learn more about how ISS works with search committees around the globe to fill leadership positions.

[www.iss.edu/services/administrative-recruitment](http://www.iss.edu/services/administrative-recruitment)

## The Position

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### Overview

The school is seeking an experienced and innovative educator with exemplary academic and administrative credentials for the position of Founding Head of School. The ideal Head of School is one who yearns to put his/her experience and knowledge to lay the foundation and set the tone for an inspiring and welcoming school. This is an excellent opportunity for a dynamic and visionary leader who is community-oriented and committed to inclusion and growth.

### Reports

The Head of School will report to the Executive Board for the overall success of the school.

### Duties & Responsibilities

The Head of School will be the school's highest-ranking administrator responsible for both academic and administrative leadership within the school, subject to policies and goals set forth by the Executive Board. The position will require establishing and maintaining strong working relationships with parents and community members, including students, faculty, and staff, as well as related external organizations. The school will be KIS International School's second campus and will provide opportunities to work and collaborate with school leaders at the KIS Bangkok campus.

Additional qualifications include:

- Overseas experience in Asia is desirable
- Proprietary school experience or understanding
- Experience in the IB programs
- Experience in school development including curriculum, finance, and facilities
- Experience in school advancement, including admissions, marketing, and alumni relations
- Experience in school accreditation
- Experience with strategic and project planning and execution
- Experience in recruitment in an international setting
- Experience with boarding would be an advantage but not essential

For a complete list of duties and responsibilities please click [here](#).

### Skills, Experience, & Attributes Sought

- A dynamic, visionary, and inspirational leader
- A confident and collaborative decision-maker
- A resilient and committed leader
- An open-minded leader
- A leader with strong interpersonal skills
- A warm and compassionate leader
- A community-minded leader
- Integrity and clarity in personal values
- Energetic
- Exceptional communication and public relations skills
- Well-organized
- Interculturally competent
- Strong financial, organizational, HR, marketing, and management skills
- Commitment to innovation and technology integration in education
- Dedication to future focused, inspirational pedagogical innovation

### Academic & Professional Qualifications

- Advanced degree in Educational Administration (Master's or Doctorate)
- Extensive experience in International Education, Management, and Leadership
- Previous Head of School and/or Deputy Head experience
- Extensive knowledge and understanding of the IB curriculum

### 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

KIS International School Reignwood Park (KIS Reignwood Park) will be KIS's second campus and is expected to open in August 2024 in Pathum Thani, Thailand (40 Km north of downtown Bangkok). The school will be a purpose-built day and boarding school offering the IB programmes to over 2,000 students at capacity.

A significant focus of the school's growth into KIS Reignwood Park centers on additional resources and facilities for the KIS community. The new campus is a direct product of the school's strategic plan and its commitment to expand learning opportunities for its students in academics and extracurricular activities.

## History

KIS was established in 1998 as Kesinee International School, one of the first authorized IB PYP schools in Thailand. The school was founded on the mission and vision to provide students with quality education that is both engaging and inspiring. Today, KIS has grown to be a fully authorized four (4) IB Programme School with students from Early Years 1 to Grade 12, one of the most respected international schools in the country, and soon to be one school with two campuses.

## Mission, Vision, & Core Values

### Mission

To offer a challenging and dynamic international education that inspires and supports students in developing the knowledge, skills, and characteristics to take responsible action for the betterment of their local and global communities

### Vision

*inspiring individuals*

### Core Values

We support students in pursuit of their goals and in becoming lifelong learners and inspiring individuals.

- Striving for understanding
- Nurturing passion in self and others
- Taking action ethically
- Creating a caring and inclusive community







## The Academic Program

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### Accreditation

KIS has been fully accredited by the Council of International Schools (CIS) since 2008. KIS plans for the second campus to become a CIS accredited school. KIS International School is registered with the Thai Ministry of Education and accredited by the Office for National Education Standards and Quality Assessment (ONESQA) and is an active member of the International Schools Association of Thailand (ISAT).

### Curriculum

The school plans to become a fully authorized four (4) IB Programme School.

### Administration

At capacity, each of the school's three divisions will have a principal and one or more vice principals. All non-academic departments across the school's operations will be led by a manager or director. Together with the Head of School and Principals, they will form the school's Senior Leadership Team.

### Governance

The Board will consist of 10-12 members, including the proprietors, school leadership, parent and faculty representatives, and advisors providing both local context and educational expertise.

### Academic Calendar

The school calendar will typically provide for 190 contract days for faculty and will reflect the early-August to mid-June schedule of most international schools in the region.



## Grade Level Overview | Opening Plan

The School will welcome students from Early Years 1 to Grade 9 in its first year of operation in August 2024, and gradually grow a grade level each following year. The grade division will start with Early Years 1-3, transition to Grades 1-5 and finally arrive to Grades 6-12. KIS Reignwood Park will expect its first graduating class in their 4th year of operation in May 2028.

## Learning Support

The School is committed to welcoming and providing learning support for a diverse range of learners. KIS Reignwood Park will offer places within each grade level to a managed number of students who require support services. This will include but not be limited to, English as an Additional Language (EAL), speech and language services, academic learning support, and individual counseling. The admission of any student with identified needs (language or learning) will be determined on a case-by-case basis. Admission is contingent on a match between the student's needs and the school's ability to provide the necessary support.



## Technology

KIS Reignwood Park is committed to becoming an Apple Distinguished School. Currently, KIS is a 1-to-1 device school with iPads in the Early Years and Primary School, and MacBook Airs in the Secondary School.

## Arts, Athletics, & After School Activities

KIS Reignwood Park is committed to offering all members of its community opportunities to participate in a variety of extra-curricular

activities in athletics and the arts. The school is also committed to leverage and build on the offerings at its current campus and provide a truly comprehensive selection of learning opportunities and partnerships. KIS Reignwood Park will lend a focus on three key disciplines: arts, sports, and science, providing dedicated facilities and designated spaces for engagement and activities.





## The Community

KIS Reignwood Park strives to be more than a school. Beyond being a school that provides a nurturing environment that feels like a second home, KIS Reignwood Park will be a learning community and way of life that unfolds around a redesigned and reimagined learning environment.

As a school that has placed great emphasis on community, KIS is committed to ensure that its strong sense of community and values do not get lost in the development of the new campus. KIS will strive to embrace and replicate the strong school spirit and sense of community at KIS Reignwood Park.

## Students

Admission to KIS Reignwood Park will be highly competitive. Students who embody and exemplify the school's values will be recruited locally and internationally. KIS will target expatriate families, including Asian expats, and Thai families interested in a larger school and boarding school. The school will also target students who are interested in an enriched sports and activities program, to which boarding will be an advantage for these programs. KIS will welcome students from Early Years 1 to Grade 9 in the first year, and gradually grow a grade each following year. At capacity, the school expects approximately 400 boarding students.







### Faculty

The school will recruit fully qualified and experienced faculty and staff locally and internationally. At capacity, the school will consist of over 200 educators including counselors and learning support teachers. KIS will recruit teachers who are motivated, caring, and inspired by the school's mission, values, and pedagogical approach. Each classroom from the Early Years to Grade 5 will have an Educational Assistant (EA) to support the homeroom teacher.

### Professional Development

The School wants to recruit and support faculty and staff who are passionate learners and want to grow, collaborate, and stretch beyond their personal and professional experiences. KIS will offer teachers and staff a dedicated professional development budget.

### Diversity, Equity & Wellbeing

KIS values and respects diversity in its community of students, parents, faculty, staff, and administrators. The School takes great pride in developing and maintaining a supportive and inclusive community for its students, parents, and staff. Policies, procedures, and practices in key areas provide the foundation upon which this initiative is built. KIS Reignwood Park will be a "Child Safe" School, in alignment with the CIS guidelines and the school's vision and mission.

### Follow KIS International School to Learn More

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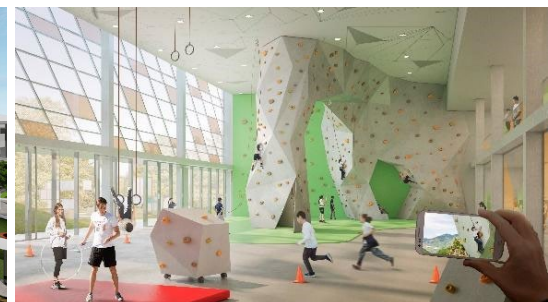


## Campus

### Facilities & Premises

KIS Reignwood Park is situated on a 150-rai (60 acres) campus within Reignwood Park, a mixed-use planned community in Lam Luk Ka, Pathum Thani. Each section of the school, the Early Years, Primary, and Secondary School, alongside the Boarding Village, are nestled in their own self-contained environments within the larger campus. The school worked closely with Rosan Bosch Studio, one of the world's leading school campus designers, to redesign and reinvent learning spaces for the future.

These innovative classrooms were designed with the students at the center, and with the goal to provide exciting flexible and dynamic learning environments. The architecture and design of the buildings and facilities were carefully crafted to reflect elements of Thai culture and connections with the school's host country, Thailand.



The school's extensive facilities have been designed by renowned international school architects working in collaboration with a team of educational advisors. The purpose-built and state-of-the-art campus features:

Innovative learning and classrooms	Dance studios	Music studios and suites
A 25-meter and 50-meter Olympic-swimming pool	Tennis courts	Dining cafeterias, cafes, and lounges
FIFA-standard floodlit football fields	A fully equipped fitness center	Collaborative and shared learning spaces
Indoor sports halls	Design Technology studios	Gardens and outdoor pavilions
Indoor and outdoor golf facilities	Science labs	Campus-wide running track
Gymnastics gymnasium	A greenhouse and urban farmyard	Dedicated boarding village

### Environmental sustainability

The reception and administration office building is planned to be LEED certified. KIS is committed to raise awareness of energy consumption across the campus via its building management system displayed on monitor screens in each building.



## Fast Facts

Year Established	1998   New Campus 2024
Accreditation Agency	CIS   ONESQA
School type	For-Profit
Language of Instruction	English
Student Age Range	3-18
Total Enrollment	2,000-2,500
Lower School Enrollment	Approximately 300
Middle School Enrollment	Approximately 600
Upper School Enrollment	Approximately 1,000
Student Nationalities	Thai   Asian Expats   Western Expats
Percentage Home Country Nationals	50%
Average Class Size	Early Years: 15-18   Grade 1-5: 20   Grade 6-12: 22
Student to Teacher Ratio	1:8
Number of Faculty	220
Faculty Nationalities	40 Thai   180 Expat
Number of Board Trustees	10-12
Tuition (2021 - 2022)	THB 600,000-900,000   USD 17,000-26,000

## Application Instructions

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for the KIS International School | Founding Head of School search. She 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: ([Application Deadline: September 26, 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: [KIS International School | Founding Head of School](#)

**Candidates Already Registered with ISS EDUrecruit**, log into your account [here](#). \*

To apply in EDUrecruit, click here: [KIS International School | Founding Head of School](#)

\*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 KIS International School (KIS) 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](mailto: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 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](#).