

## Leadership Posting

### Elementary School Principal Pan American School of Bahia *Bahia, Brazil*

Application Deadline: December 3, 2021

Start Date: July 2022



# ELEMENTARY SCHOOL PRINCIPAL

## **SEARCH ANNOUNCEMENT:**

The Pan American School of Bahia is looking for a visionary learning leader for our Elementary School program to begin in July 2022. Founded in 1960, PASB is cooperatively owned by parents and operates as a non-profit, non-denominational, college preparatory institution for its nearly 750 American, Brazilian, and international students. The school balances a blend of North American and Brazilian traditions and educational models. Teachers emphasize the development of high level academic English language skills while also strengthening each student's mastery of Portuguese and knowledge of Brazilian history and culture. Here at PASB we believe every child is a story of possibility.

## **MISSION STATEMENT:**

The Pan American School of Bahia prepares students to face challenges as confident, principled global citizens. Our outstanding American and Brazilian programs, offered in a safe, nurturing environment, empower students to reach their fullest potential.

## **VISION STATEMENT:**

Upon realizing our Mission, PASB students will truly love learning and be driven to fulfill their individual potential. They will embody the School's Core Values and excel academically, athletically and artistically as they grow toward fulfilling their goals. They will be admitted to higher education institutions of their choice, recognizing their responsibility as global citizens.

The School will be recognized as one of the premier educational institutions in Brazil. The PASB community will constantly evaluate its performance, focusing on continuous development toward an ever-evolving conception of excellence.

## Principles of Learning Leaders at PASB

### in Partnership With the Common Ground Collaborative

#### THE COMMON LANGUAGE PRINCIPLE:

Deep learning is a process of constructing meaning and is driven by a clear, intentional sense of purpose. To make learning happen effectively and collectively we need a shared language that describes what learning is and how we do it.

At PASB we share a common learning language so that our learning spaces are places of meaningful, purpose-driven conversation.

Our Leaders understand that

- Establishing and communicating “the why” of all major learning initiatives is vital for stakeholder engagement
- Each of us has to find a personal connection to learning to become truly engaged

Are able to

- Make decisions on directions based on clear prioritizations of learning impacts vs energy expenditures
- Communicate in ways that truly engage stakeholders
- Say no to initiatives or opportunities that do not align with our mission, vision, and all-school goals

Become more

- Efficient with prioritizing directions to connect learning purpose/impact with energy expenditure



#### THE PEOPLE PRINCIPLE:

As humans, we are a social species. Learning for us is not only cognitive, it is also a deeply personal, social, and emotional process. We learn from and with each other. Human relationships may just be the most powerful influencer of learner success.

At PASB, we harness the power of social learning. We actively develop the capacity to learn collaboratively with diverse teams. We make relationship-building a key element in our learning ecosystem.

Leaders understand that

- To meet learning goals we must address social/emotional needs
- Learners and teachers work at different paces to achieve results
- It is vital to get to know learners and teachers in terms of identity as a person as well as a learner

Are able to

- Provide equitable resources to support diverse learners and teachers
- Reach across traditional boundaries and talk to people in all parts of the system

Become more

- Intentional about our role as relationship-builders
- Empathetic and flexible in engaging different people in different ways
- In tune with the different lens through which Brazilian culture views teaching and learning





## Principles of Learning Leaders at PASB

### in Partnership With the Common Ground Collaborative

#### THE OWNERSHIP PRINCIPLE:

As humans we are programmed to learn. While we all may learn differently, everyone can learn how to learn, and has the right and responsibility to do so.

At PASB we are deliberately diverse as a matter of our identity. We intentionally build a community of learners with different learning profiles. We see learning to learn as a key element in our learning system, for children and adults

Our leaders understand that

- Just as with student learners, learning leaders also own our own learning
- As leaders we need to bring high levels of energy, enthusiasm and optimism to our learning community

Are able to

- Design Professional Learning Systems that reflect our Learning Definition, Principles and Practices

Become more

- Courageous in moving away from broken models of teacher evaluation and towards models of self-directed professional learning

#### THE CONTEXT PRINCIPLE:

As humans, we learn by making connections, with our prior knowledge, across disciplines and between our school and authentic real-world contexts. The number and strength of connections we make will impact the quality of our enduring understandings.

At PASB we create rich, relevant contexts to facilitate learning transfer. Our contexts include the physical learning environment, so we are intentional about the organization of learning space and time to optimize learning.

Our Leaders understand that

- It is critical to create a relevant engaging learning continuum as the context for authentic student learning
- Learning space and learning time must be intentionally designed to support our learning goals

Are able to

- Create rich and relevant curricular contexts to facilitate learning connections and transfer across disciplines.
- Create physical environments that support our learning goals.

Become more

- Connected in our thinking about learning, teaching and leading.





## Principles of Learning Leaders at PASB

### in Partnership With the Common Ground Collaborative

#### THE INQUIRY PRINCIPLE:

As humans, we are naturally curious. We learn through a lifelong process of playing, wondering, questioning, exploring, and investigating.

At PASB we construct authentic learning experiences using simple, inquiry-based processes that expand our understanding of the world we live in.

Our Leaders Understand that

- Leaders do not need to know all the right answers, but it really helps to know the right questions
- Inquiry is a key strategy for leading and managing change

Are able to

- Use Inquiry as a key leadership strategy in leading and managing change
- Form and test hunches
- Remain open to probing, purposeful questions from colleagues

Become more

- Tolerant of ambiguity and diversity of perspectives

## Academic Program and Accreditation

PASB offers an international curriculum delivered through primarily North American methodological and pedagogical practices. We are accredited by the New England Association of School and Colleges (NEASC) and will be preparing for our first joint NEASC-ACE and PYP/DP visitation. To serve our majority Brazilian student population, the curriculum incorporates the educational requirements of the Brazilian Ministry of Education, allowing students to earn both a US and Brazilian diploma. PASB is also recognized by the United States Department of Education, and is a member of the Association of American Schools of Brazil (AASB), the American International Schools in the Americas (AMISA), and also the Association for the Advancement of International Education (AAIE).

In addition, PASB is an IB World School, authorized by the International Baccalaureate (IB) to offer the IB Diploma Programme (IBDP) - Years 11-12 as well as the IB Primary Years Programme (PYP) - PreK-Year 5.

PASB includes an Early Childhood Program (PreK2 - Kindergarten), an Elementary School (Year 1 – Year 5), a Middle School (Year 6 – Year 8) and a four-year High School Program (Year 9 – Year 12). At all levels, our curriculum encourages students to question, to discover, and to form and defend their own ideas. Children develop through active involvement with subject matter according to their own pace and abilities.





## History

The Pan American School of Bahia (PASB) was established in 1960 by expat North American families, residents of Salvador, who wished to provide their children with an education similar to that available in the United States. The first student body was composed of sixty pupils, mostly from the United States. The School's objective was to offer a US and Brazilian curriculum to North American, Brazilian and third national children, regardless of race or creed.

Throughout its 60 plus years of existence, PASB has aimed to offer a quality educational opportunity for the Brazilian, US, and international communities of Salvador. Following the reduction of most multinational businesses in Salvador, the school community currently reflects a primarily Brazilian population with the intent of sending their children to colleges and universities abroad. As the only international school in the city of Salvador, the school plays an important part in the lives of our community members. As such, PASB enjoys a positive relationship with the local community and with other educational organizations in the city of Salvador and the state of Bahia.

## Position Summary

The primary responsibility of the principal is to provide leadership by serving as a senior learning leader and chief administrative officer of the high school. The principal is responsible for developing and implementing research-based, data-driven instructional programs that are consistent with the school's mission, vision and core values and that reflect the needs of our students.

The Principal also provides for the operation of the division's facilities and for the coordination of faculty, student, and parent activities. In all aspects of the job, the principal operates within, models, and demonstrates commitment to PASB's beliefs, values, mission and vision.



## Professional Qualifications

- Master's degree in educational leadership or curriculum
- Internationally recognized teaching qualification
- At least two years leadership experience in an elementary school
- Understanding of the philosophy of the PYP and IBDP programs
- Experience, understanding, and commitment to accreditation self-study
- Record of effective leadership and management
- Understanding of documentation and best practices in reporting
- Understanding of working in an English Language Learning environment and an ability to lead differentiation of instruction
- Commitment to child protection
- An awareness of emotional intelligence that transfers into respecting self and others as well as strong communication skills
- Ability to communicate in accordance with XLIS code of ethics

## Salary

Salary is competitive based on years of experience.

## Benefits

- Housing
- Annual roundtrip airfare during end of year break
- International Health insurance
- Tuition for dependent children
- Shipping allowance
- Visa allowance
- Car allowance
- Settling in advance payment
- Professional learning allowance

## Application Instructions

Start date: July, 2022

Interested candidates should email the information requested below to Michael Martell, Superintendent at [principalsearch@pasb.com.br](mailto:principalsearch@pasb.com.br).

The subject line should read ES Principal Application and the applicant's family name. The application should include:

- Cover letter of application
- Resumé, not to exceed two-pages
- Educational philosophy detailing beliefs in reference to learning and leading, not to exceed one-page
- A list of at least three references - the list should include names, positions, and their current email addresses

Interested candidates should submit an application no later than December 3rd 2021.



[www.pasb.com.br](http://www.pasb.com.br)

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