



Pechersk School International:

Director's Search

PSI is looking for an exceptional candidate to fill the position of School Director starting in July 2023. The successful candidate will lead PSI as it transitions from operating a temporary satellite campus in Warsaw back to its home campus in Kyiv. One of the main tasks of the School Director will be to ensure that PSI continues providing top-tier education to international and local students and to support the revitalization efforts of the international community in Ukraine during the post-war period.

Welcome to PSI!



Motto: A place where we belong

Mission: Joyful, challenging, and personalised learning in an inclusive international community.

Vision: Voices valued. Passions nurtured. Worlds connected.

Diversity Statement: PSI recognises the responsibility of nurturing a diverse, equitable, and inclusive global society. Together we aspire to create a harmonious community where each person feels that their whole identity is known and respected. We commit to persevering together as we face the inevitable challenges in our ever-evolving journey to create a just and peaceful world.

Candidate Desired Qualities and Qualifications

- **A Skilful Communicator.** An ability to listen, empathise and connect authentically and effectively with faculty, support staff, parents, students, community members and the Board of Directors so that all groups are appropriately involved and informed of school events, potential issues, key decisions, and needs;
- **A Strategic Decision Maker.** A big picture thinker who understands how to grow the school and move it forward;
- **A Financial Steward.** A leader who is able to manage financial resources thoughtfully and intentionally with a commitment to service as a responsible steward of financial and human resources alike;



- **A Pedagogical Leader.** A lover of learning and children who has strong competency in the area of teaching and learning and is knowledgeable in the IB world;
- **A Community Builder.** A leader who upholds the existing PSI values and guiding statements and respects the host country and culture;
- **A Talent Developer.** A skilful recruiter who hires mission-aligned faculty and can empower, inspire, and support teachers;
- **An Expeditionary Leader.** An adventurer who can take people to new places in unpredictable situations that are full of change.

Personal Characteristics



Strong candidates will embody optimism and a tolerance for ambiguity and risk while being energetic, patient, and confident. Skilled in crisis response and able to adapt to fast-changing events, the leader will possess emotional intelligence, integrity, and impressive listening and communication skills. He/she/they will prioritise a sense of healing and belonging among a community of diverse individuals in support of the guiding principles of the school.

Challenges & Opportunities of the Role

- **Ensure the sustainability of the school.** The Director will be recruiting students and mission-aligned faculty and support staff as it transitions post-war from its temporary satellite campus in Warsaw back to its home in Kyiv;
- **Manage the uncertainty and unpredictability of the situation.** Presently, the school is operating between two countries and jurisdictions as well as providing a remote learning programme. There is uncertainty about how long the school will operate between the two countries. Support for the school community's social and emotional well-being will continue to be a priority;
- **Rebuild, engage, and progress.** As Ukraine heals, there will be an opportunity for the school to be part of exciting rebuilding efforts. The school community will be a part of history as it mobilises to recapture all that has been created and more. The next Director, in partnership with the Board and the school community, will strategically move the school forward, in support of its Mission, Vision, Diversity Statement, and Motto.



What makes PSI Special?

PSI is:

- The only school in Ukraine that holds dual international school accreditation. Our School is an accredited member of the [New England Association of Schools and Colleges](#) (NEASC) in the United States;
- The only International school in Ukraine that is authorised to teach the three IB programmes of the [International Baccalaureate](#)® (IB). This is only possible through a rigorous process of application and regular review for quality assurance;
- The only International school in Ukraine that is approved and accepted by the Ukrainian School of External Studies, allowing students to work towards dual diplomas in the Ukrainian and the IB systems;
- The only school in Ukraine that had 100% pass rate on the IB DP Exams of the Class of 2022 with a 36 point average and 10 Bilingual Diplomas awarded;
- PSI offers a choice of three additional foreign languages (Ukrainian, Spanish and Russian) in Primary and four in Secondary Schools (Ukrainian, Spanish, Russian and French).

PSI has been at the forefront of many exciting initiatives, including the following:

- Diversity, Equity, Inclusion and Belonging Committee with students, faculty and staff members participating in regular workshops and meetings, students;
- PSI has a Green Flag Status; the Green team comprising of student, parents, and staff are devoted to innovative eco-friendly initiatives to help promote environmental sustainability;
- In SY 2021-22 PSI began looking into measuring the school's carbon footprint and potentially investing carbon offsetting projects to achieve carbon neutrality;
- In response to the Russian Invasion of Ukraine, several global initiatives, including #StandWithUkraine & #ArtForPeace campaigns were launched, garnering participation from students from all over the world.
- PSI has an active and involved Parent Teacher Association (PTA) who continued to organise events until now despite the challenges: a recent event - a coffee meeting for parents - was held in Warsaw, a virtual workshop for primary and secondary students with artists and lecturers from Ukraine was organised in April.
- PSI is supported by the U.S. Department of State Office of Overseas Schools and is authorised by the Ministry of Education in Ukraine. PSI is also a member of the [Council of International Schools](#) (CIS), [Educational Collaborative for International Schools](#) (ECIS) and the [Central and Eastern European Schools Association](#) (CEESA).

PSI's History



PSI was founded in 1995, a group of parents from the diplomatic and business community, seeking a genuinely international education for their children, opened PSI with just 47 students. Please watch the [“Pechersk School International: My story”](#) for an overview and more details.

Important milestones in the school's history

- 1995: PSI founded;
- 1998-2000: PSI is authorised to offer Middle Years Programme (MYP), 1998; Diploma Programme (DP), 1999; and Primary Years Programme (PYP), 2000 & became fully authorised as an IB World School;
- 2001: accredited by the New England Association of Schools and Colleges (NEASC);
- 2002: accredited by the European Council of International Schools (ECIS);
- 2004: Building project Phase I (Secondary School 3rd floor);
- 2013-2017: Phase II building project - expansion of the PSI campus and addition of new facilities: Block A with early childhood classrooms, science labs, an arts wing, swimming pool, new playgrounds and an amphitheatre;
- 2018: Track & Field stadium opening;
- 2019: Core Values identified through an inclusive community engagement & core values approved by Board;
- 2018: Introduction of new leadership position, Director of Learning, approved by the Board;
- 2020: Celebrated [25th anniversary](#);
- 2020: Launch of the remote learning programme in response to the COVID-19 outbreak;
- 2021: Collaborative Learning Protocol (NEASC and IB) undertaken as accreditation/evaluation pathway;
- 2021: Leading School Benchmarks (LSBs) approved and PSI had the biggest ever turnout for Board of Governors elections;
- 2021: Launch of the multi timezone programme that enabled students to access online learning from 15 time zones and 59 countries;
- 2022: reached a close to capacity enrollment of 546 (out of 550) students;



- February 2022: Global, #StandWithUkraine & #ArtForPeace campaigns launched on social media as a response to the war waged against Ukraine;
- July 2022: 100% pass rate on the IB DP Exams of the Class of 2022 with a 36 point average and 10 Bilingual Diplomas awarded;
- August 2022: Opening of the new satellite campus in Warsaw in partnership with the American School of Warsaw. Launch of the major partnership with Avenues Online and an enhanced partnership with Pamoja, thus extending student remote learning opportunities.

PSI in Kyiv



Campus

PSI's Kyiv campus is located at Victoria Zabily 7a in Kyiv, Ukraine, near Holosiivskyi National Park and approximately 7km from the heart of downtown Kyiv. PSI's campus land area is 2.6 acres (1.05 hectares), and the area occupied by buildings with classrooms, offices and facilities is approximately 107,600 square feet (10,000 square metres). The campus includes three blocks (A, B, C) that house Primary and Secondary Schools, with specialist facilities that provide ample space and flexibility for events, meetings and extracurricular activities. Block A has an aquatic centre, with a heated 5-lane 25m swimming pool and "learn to swim" pool, and a double gymnasium with markings for various indoor sports, which is home to the PSI Panthers for sports training and hosting matches. The campus has a basketball court and all-weather covered pitch area.

Community

Before the horrific events of February 24 and the Russian invasion of Ukraine, 540 students and 2 additional online expatriate PYP students were enrolled at PSI, 5 of which received PSI's Foundation Scholarships. The student body included 389 expatriate students and 151 Ukrainian students, representing 51 nationalities, including 141 embassy students and 24 other diplomats. Typically, 70% of all classroom positions are held for expatriate students, although due to current circumstances, this rule was temporarily lifted to facilitate enrollment in Warsaw.

The faculty in Kyiv included:

- 73 teaching staff from 15 countries, 72% of faculty hold advanced degrees;
- 32 teaching partners (mostly from Ukraine);
- 7:1 student to teacher ratio;
- 49 members of administrative support staff.

Following the Russian invasion of Ukraine, PSI continued to provide online classes across multiple time zones to its students for the remainder of the academic year and made efforts to ensure students received scholarships at international schools in their current locations.

PSI in Warsaw



A PSI satellite campus will be opened on the grounds of the American School of Warsaw (ASW) in August 2022, with partnerships with ASW, Pamoja and Avenues, to offer the following options for 2022-23 enrolment:

- In-person classes at PSI's satellite campus in Warsaw, co-located with ASW (with options to avail of the online learning options as well);
- Online classes offered through Avenues and Pamoja.

Enrollment has already begun and, as of August, 88 students have confirmed their intention to join either on-campus or online classes at PSI Warsaw; it is expected that the enrollment could increase to 100 students and that's in just 3 months - an incredible achievement for a newly opened satellite campus!; the number of PSI Foundation scholarships will also be maintained at 5. You can find a link to the school's website [HERE](#) and a new website launched to promote PSI's enrolment for SY 2022-23 [HERE](#). PSI's satellite campus includes 15 faculty members, 4 core leadership staff members and 3 operational staff members. Details can be found [HERE](#).

PSI's Board of Governors



PSI is the largest non-profit international school in Ukraine, with a high-functioning parent-elected Board of Governors (BOG); the PSI Board consists of 12 members, including one US Embassy appointee. The current Board is well-balanced in terms of gender (7 female & 5 male members) and nationalities (2 members from Ukraine, 2 from USA, 5 from EU, and 2 double citizenship members). The Board and the

School Director have maintained an incredibly strong relationship, which has served the school well during these past few tumultuous years.

If you are interested in the School Director position at PSI, please follow the APPLICATION PROCESS:

Interested candidates should have a minimum of a Master's degree in educational leadership or a related field and a successful record of at least five years of school administrative experience.

Interested candidates should submit the following materials as one PDF attachment to PSIalliancegroup@gmail.com:

- Cover letter explaining their appropriateness for the School Director position for Pechersk School International;
- Current resume;
- Statement of educational philosophy and practice;
- List of three references with name, phone number, and email address of each:
 - If you are currently employed, please list two direct supervisors and one colleague. If you are not currently employed at a school, please submit your two most previous supervisors and one colleague.
 - References will not be contacted without the candidate's permission.

Pechersk School International has retained the services of Carney Sandoe (Dr. Deborah Welch), International School Services (Dr. Arnie Bieber), and Search Associates (Dr. Eric Sands) in finding the next Director. Please direct questions to: PSIAllianceGroup@gmail.com

Application Deadline: 19 September, 2022