

Leadership Search



Elementary Principal Tashkent International School

Tashkent, Uzbekistan

Application Deadline: November 30, 2020

Start Date: July 2021

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

Position Overview

Duties & Responsibilities

- Lead a vibrant, PYP elementary school of 220 students
- Daily management of elementary school operations (facilities, budget, health & safety, scheduling, supervision)
- Contribute to the School Leadership Team and School Board
- Cooperate with PTO
- Conduct parent workshops; lead student assemblies, faculty professional development

Professional Activities

Evidence of life-long learning; presence on social media; leading workshops;

Skills, Experience & Attributes Sought

- IB experience strongly desired
- Detail-oriented
- Willingness to challenge and question decisions but eventually support the direction the school is moving towards
- A person who can question the status quo
- Strong pedagogical foundation and leadership
- Is used to working at a strategic level
- Encourages professional growth and models it
- Experience with moving to a new building and how that impacts pedagogical decisions
- Can effectively have difficult conversations about pedagogy and culture while maintaining strong relationships with teachers
- Support and move forward Evidencing Learning through conferring
- Experience with accreditation agencies
- Build leadership capacity across the school
- Data-based decision making
- Resilience through stressful times
- Tech-literate and has a vision for the use of technology in education

Academic & Professional Qualifications

Master's Degree (not necessarily in leadership)

Leadership training/certification through PTC or Harvard Leadership Certification, etc.;

Salary & Benefits

Highly competitive; strong savings potential; US dollars; international health care; living allowance; car loan; professional development; LTD insurance, life insurance; retirement

Application instructions found on the final page of this announcement.

Mission and Vision

Mission

Tashkent International School educates students to be internationally minded, think creatively, reason critically and communicate effectively.

Vision

To be an exemplary international school learning community.



The School

History

Tashkent International School was founded by 5 embassies (USA, UK, France, Germany, Korea) and the UN Resident Coordinator in 1994. The school has grown through the years, maturing into a PK-12 school of approximately 500 students. The current campus was purchased in 2005.



Uzbekistan has opened its country and economy to the world since President Mirziyoyev took over in 2017. The city is rapidly developing with restaurants, skyscrapers, apartment developments and even a world-class ski resort recently opening. It is an exciting time to be in Tashkent and that is reflected in the development of TIS.

Technology

TIS emphasizes the role of technology in the classroom and beyond. The technology innovation coach and classroom teachers work together to integrate computer skills and programs into learning outcomes and subject curriculum requirements. TIS has 1:1 Chromebooks and iPads Program.

Arts & Athletics

TIS is committed to the fine arts with visual arts, theatre and music featured prominently through all grade levels. The TIS “Owls” participate fully in the Central Asia Federation of Athletics, Arts and Activities (CAFA) and partially in the Central and Eastern Europe Schools Association (CEESA). We have a wide range of activities for all ages including Model UN, Greener Tomorrows, pottery, Lego, basketball, etc.





Curriculum

IB World School (PYP, MYP, DP)

Accreditation/Affiliations/Sponsors

New England Association of Colleges and Schools (NEASC), Council of International Schools (CIS), International Baccalaureate World School (PYP, MYP, DP)

Students

TIS in the past few years has an enrollment of 500+ students. A nationality cap of 20% supports a diverse student body with over 30 different nationalities.

Faculty

83 teachers from 23 different countries.

Administration

- Director
- Elementary Principal
- Secondary Principal
- Elementary School Assistant Principal/PYP Coordinator
- Secondary Assistant Principal
- MYP Coordinator
- DP Coordinator



Governance

TIS is a non-profit, private, independent school governed by an 11-member Board of Trustees with 5 elected members, 5 board-appointed members and 1 member appointed by the US Ambassador to Uzbekistan.

Professional Development

TIS is committed to bringing in education consultants annually to support our pedagogical initiatives as well as individual professional development allowance for all teachers.

Community

TIS serves the diplomatic, international business and internationally minded community of Tashkent. The school in many ways is the social hub of the expatriate community in the city.

Academic Calendar

August 18, 2020 - June 10, 2021

Elementary School Overview

Early Learning Center

The Early Learning Center is an integral part of TIS. It is where learning begins for children. Following the same philosophy and elements of the Primary Years Programme (PYP) as the other grades in the elementary school, the ELC provides age-appropriate learning opportunities for children ages 2 to 5. This includes a focus on inquiry-based learning, a fostering of attitudes and learner profiles. These attitudes will ensure that children begin their growth as internationally minded students.



Primary Years Programme

Adopted by the International Baccalaureate Organization (IBO) as their worldwide Primary Years Programme (PYP), the elementary school at TIS uses curriculum specifically developed for international primary education. TIS is the only school in Uzbekistan authorized to use the IB curriculum for preschool through grade 5. Through both the curriculum and teaching, the elementary school at TIS aspires to develop the intellectual, emotional and physical potential of each child in a secure and stimulating environment.



Campus



TIS is housed in a recently remodeled facility on a 13-acre wooded campus with beautifully landscaped grounds. It is located only 10 minutes from the city center in a quiet, residential community. The school is a fully enclosed campus with full-time security.

The campus offers large, landscaped and wooded recreation areas with park benches, basketball courts, a soccer field, a pond and gardens. There is also a separate playground for preschool students.

The main building and elementary building are handicapped accessible and feature large, climate-controlled classrooms. The main building also houses two spacious libraries, an auditorium, a theatre, four computer labs, and three science labs, all with wireless Internet access.

Fast Facts

Year Established	1994
Accreditation Agency	CIS, NEASC
School type	Independent, Non-Profit, Day School,
Language of Instruction	English
Tuition (2020-2021)	Preschool (\$7,400), ES (\$22,200), MYP (\$24,700), DP (\$26,700)
Total Enrollment	Current - 402; Pre-COVID - 500
Lower School Enrollment (PS1 - 5)	Current - 154; Pre-COVID - 217
Middle School Enrollment (6-8)	Current - 244; Pre-COVID - 276
Upper School Enrollment (9-12)	Current - 149; Pre-COVID - 164
Grades	Preschool - 12
Student Age Range	3 - 18
Average % Home Country Nationals	Current - 18.1%; Pre-COVID -22.0%
Student Nationalities	Current - 30; Pre-COVID - 38
Percentage of Annual Student Turnover	20%
Average Class Size	15
Student to Teacher ratio	5:1
Number of Faculty	62 foreign, 15 local, 33 teacher assistants
Faculty Nationalities	21
Percentage of Annual Faculty Turnover	Since 2013, an average of 13 teachers leave per year
Number of Board Governors	Currently 9; Maximum 11
Annual Operating Budget (USD)	Approx. \$10 million

Application Instructions

Effective Date: July 2021

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Ms. Pauline O'Brien, Director, Administrative Searches & Governance Services, will serve as the lead consultant for the Tashkent International School Elementary Principal search. She will be assisted by Ms. Anna Santori and other members of the ISS staff.

In one PDF document, please send a formal letter of interest (cover letter) specific to this position no longer than two pages, along with your CV (please do not send a CV that has your photo*) to execsearch@iss.edu. You will be contacted by Anna Santori regarding the next steps to follow for consideration.

**ISS takes all aspects of child safeguarding very seriously.
All candidates for employment will be rigorously screened.**

Applicants are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible, as ISS and TIS reserve the right to close the selection process at any time if an ideal candidate is found.

* 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. One of our commitments is to remove photos in recruitment files. You can read more about our commitments here: <https://www.iss.edu/what-iss-will-do-now>.