



HEAD OF HIGH SCHOOL POSITION STATEMENT

December 2019

SCHOOL PROFILE

Founded in 1951, today ISB is more than a school.

It is more than a record of outstanding achievements in academics, arts, and athletics. It is more than a place where traditions are valued and innovation is embraced. It is an extraordinary learning community that brings together over 1,350 students from more than 75 countries; a community that looks back on a long and distinguished legacy, but also one that embraces the future with openness and optimism.

Our Mission and Learning Principles

Our Mission is essentially our working definition of what school is for. It expresses our desire to develop independent learners and international citizens in an environment where all students are included, challenged, and successful.

Everyone included. Everyone challenged. Everyone successful.

We believe that we reach our Mission by founding all teaching and learning at ISB on five interrelated, research-based principles:

Learning is maximized when individuals own the process through personal relevance, choice, autonomy, and creation.

Learning involves ongoing construction of meaning through a constant cycle of inquiry, critical thinking, feedback, and reflection.

Learning is enhanced through connections, communication, and collaboration across diverse perspectives.

Learning in a rapidly changing landscape requires high levels of information fluency, media literacy, and technology integration.

Learning can best be transferred when it is embedded in authentic contexts and is used to address real-world issues in creative ways.

We believe that school should be a place where all of our students are engaged, connected, innovative, and empowered.

Our International Community

Our Students

One of the most striking features of ISB is the extraordinary sense of community and the welcome it offers to families from countries all around the globe. We celebrate this diversity and the opportunities for learning that it brings.

Our Faculty and Staff

The most significant indicator in student achievement can be traced directly back to the quality of teachers. Our ISB Faculty and Staff are committed to seeing each of our students succeed. Our employees bring passion, professionalism and our core ISB values each day to their work.

Our Alumni Community

Our alumni community of ISB graduates, former students and parents, as well as former faculty and staff, is truly global and we aim to stay in touch via communications and events with as many of our alumni as possible. We work closely with active alumni and Class Representatives to support alumni gatherings in many locations in Europe, Asia and North America. We continue to find ways to connect our Alumni community to the learning that is going on all around Campus.

Our Trustees

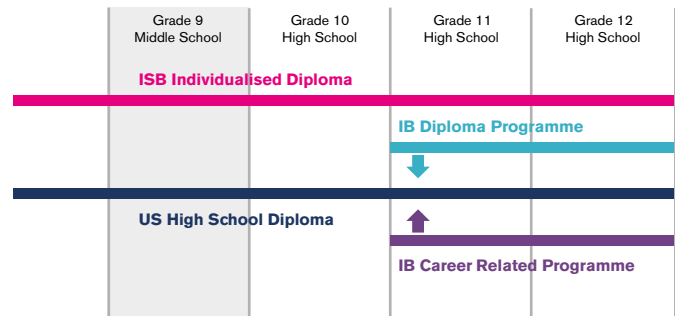
Our long history of success is underpinned by decades of continuity of governance and leadership. Our governance structure, a tradition of strong relationship between the Board of Trustees and the school's Leadership, as well as a willingness regularly to gather feedback on how well we are doing as a school has ensured continuous progress towards a shared vision and resilience in the face of short term challenges.

Our Programme and Services

The ISB learning journey supports students from preschool to grade 12. The school is divided into four Divisions, each of which is specially designed to provide an environment in which students can engage, connect, innovate and be empowered.

In the High School (grades 10-12), the majority of students participate in the IB Diploma Programme (IBDP), which has recently been complemented by the IB Careers-related Programme (IBCP). Rooted in its commitment to inclusive education, an individualised diploma is also offered to students in our intensive learning support programme.

Alongside this, we offer world-class athletics and an extra-curricular programme that further enriches the ISB learning experience for all students.



Our Campus and Educational Facilities

Set in the heart of the Forêt de Soignes, Kattenberg 19 has been the home of ISB since 1953.

Maximising the potential for transformative learning and teaching requires optimised learning and teaching spaces. And, in today's world, guaranteeing a safe and secure learning environment for our entire community has been a top priority for the ISB Board and School Leadership Team.

Through strategic investments, support from donors, and collaboration with partners, we have realised important enhancements to our Campus that directly facilitate ISB's learning Vision and which strengthen the school's infrastructure and security.

A new state-of-the-art High School was completed in 2013 and currently accommodates 450-500 students.

THE HEAD OF HIGH SCHOOL POSITION

Set in the context outlined above, the position of Head of High School is one of the premier international school leadership opportunities in Europe. With the departing division head completing eleven years of strong leadership at ISB, the high school continues to build upon a very strong foundation in educational programmes, integrated student services, and effective use of learning spaces. Among the students, faculty, and parents, there is a genuine commitment to excellence and a culture of continuous improvement that can be leveraged to develop the high school into an even more successful place of learning in the coming years.

The new Head of High School will have the opportunity to engage in the next era of the high school's evolution, one characterized by the following:

- Building upon the high school's strong reputation of offering high-quality learning experiences for all students within a highly inclusive environment that differentiates for a wide variety of learning profiles
- Leading curriculum development that is aligned with ISB's learning definition, learning principles, and IB programmes in grades 11 and 12
- Sustaining momentum in the recent implementation of the IBCP to complement the school's long history of providing a very ambitious IBDP
- Continuing to refine the assessment and reporting of student learning, in line with school wide policies, principles, and practices
- Strengthening the impact of the school's Professional Growth and Accountability Framework, ensuring that a High School of more than 60 faculty and staff excel in their practice for the benefit of student learning
- Helping to plan renovations of and enhancements to innovative learning spaces
- Collaborating with other school leaders to create a cohesive PreK-12 school experience, including co-curricular and extracurricular activities
- Supporting all stakeholders as they creatively contribute to a sense of community and school spirit.

Leadership Experience, Skills, and Qualities

The next Head of High School will bring a set of key leadership competencies and attributes to the position, including:

- A demonstrated commitment to the mission, learning principles, and core values of the school
- A proven ability to advocate for the high school's needs within the context of a school-wide vision
- A track record of recruiting, developing, and retaining diverse, passionate, and effective faculty and staff
- Proven capacity to serve as a leader of curriculum, instruction, and assessment in the high school years
- A commitment to the appropriate use of data to assess student learning and improve professional practice
- An ability to manage an extensive set of resources (financial and otherwise) to maximize impact on learning
- Proficiency in building a sense of community through transparency, trust, and effective communication
- Experience in being a systems thinker by creating efficient structures, processes, and protocols
- A demonstrated ability to successfully engage in change leadership in a participative and inclusive manner.



Professional and Personal Qualities

The next Head of High School will have the background, experiences, and dispositions that reflect the following qualities:

- An effective teacher and leader with the intellect, curiosity, and creativity needed for a growth mindset
- An ability to forge strong collaborative relationships among diverse constituencies through active leadership
- A capacity to manage a complex organization characterized by high levels of choice and transition
- A proficiency in aligning people's strengths with roles, responsibilities, and positions
- An ability to energize and inspire others with a personal presence that instills trust, confidence, and warmth.

Leadership Development

As with all senior school leaders at the International School of Brussels, the new Head of High School will be expected to continuously develop as a school leader in the following domains, reflecting the professional growth framework used at ISB: Accountability for Learning, Human Resources Leadership, Programme Leadership, Organizational Leadership, Culture and Climate Leadership, Professional Accountability.

Salary and Benefits

The salary and benefits package is competitive. In accordance with ISB's approach to hiring, the package will be commensurate with the qualifications and experience of the successful candidate.

Application Process and Timeline

Interested candidates may apply at www.isb.be/htheadsearch no later than January 1, 2020. A search committee will review all applications and identify candidates for online interviews in early January. Finalist candidates will be interviewed on campus in late January or early February.

Interested candidates are encouraged to apply early. ISB reserves the right to close the search early if an outstanding candidate is hired or the school chooses to pursue another approach to filling this position in the coming school year.