

SECTION 2
WHO WE ARE?

WHO ARE WE?

2.1 Staffing Policy

The school is committed to recruiting excellent staff members from around the world to form a dynamic, effective, well-qualified and highly motivated team able to implement the school's philosophy and educational objectives.

ISL Qatar has well-qualified, committed and experienced staff from over forty different countries. Many of the teachers have extensive international experience, especially in the International Baccalaureate. In the Languages departments, we recruit native level speakers of the particular language who are also fluent in English.

We expect staff to be holders of an appropriate university degree and to possess a teaching qualification and have relevant teaching experience.

2.2 Academic Staff

2.2.1 Whole-School Leadership Team (WLT)

Position	Summary of Responsibilities
Dr. Sergio Pawel Head of School	All academic and non-academic matters. Implementation of school policy, learning and teaching, strategic thinking, financial planning, fund-raising, accreditation, international organisations, human resources, marketing and PR, admissions, student and staff welfare, parental liaison, student support services, professional learning, non-academic and support services, school publications, technology, library, health and safety.
David Bryan Deputy Head of School	Designing and developing the whole school professional learning and provide highly effective leadership to support whole school operations for the continuous development of our identities as learners and best practice in the classroom
Roula H. Ismail Head of Primary	Student welfare and discipline, curriculum development, staffing and timetable, staff duties and cover, professional learning and staff evaluation, policies and procedures, assessment and reporting, admissions, parental liaison, budget planning and implementation, strategic thinking, extra-curricular activities and school trips.
Helen Jeffrey Head of Secondary	Head of Secondary Student welfare and discipline, curriculum development, staffing and timetable, staff duties and cover, professional learning and staff evaluation, policies and procedures, assessment and reporting, external examinations procedures, admissions, parental liaison, budget planning and implementation, strategic thinking, extra-curricular activities and school trips.
Dounia Slaoui EA to the Head of School	All matters regarding recruitment, staff contracts, benefits and documentation, salaries and professional learning, retention of staff, maintaining cost effective benefits, all bureaucratic procedures for new and current staff & staff well being.

The extended whole school leadership group also includes:

2.2.2 Primary Leadership Team

Leadership and management roles in the primary school are shared by the primary leadership team. The responsibilities are as shown below:

Name	Position
Roula H. Ismail	Head of Primary
Louise Mills	Assistant Head of Primary School
Marwa Nsouli	Early Childhood (EC) and Kindergarten (KG) Coordinator
Danielle Robertson	Primary Years Programme (PYP) Coordinator
Alison Alberghini	Learning Support Coordinator

2.2.3 Secondary Leadership Team

Leadership and management roles in the secondary school are shared by the secondary leadership team.

Name	Position
Helen Jeffrey	Head of Secondary
Tala Al Massarweh	Middle Years Programme (MYP) Coordinator

Jackie Isherwood	Diploma Programme (DP) Coordinator
Marieke Scholten	Leader of Student Development (LOSD) for Grade 5 and 6
Sophia Kritsineli	Leader of Student Development (LOSD) for Grade 7 and 8
Lynette Brink	Leader of Student Development (LOSD) for Grade 9 and 10
Jennifer Besford	Leader of Student Development (LOSD) for Grade 11 and 12

Shared responsibilities for leadership teams include: overall curriculum, assessment and reporting, strategic planning, accreditation, staffing and recruitment, professional learning, teacher assessment, primary/secondary liaison, assemblies, daily routines, communications, PR and publications (website, newsletter, yearbook, handbooks etc.).

Other leadership and management responsibilities are covered by subject responsibility post holders.

2.3 Administration and Support Staff

Name	Summary of Responsibilities
Rola Salman Administration Officer	Anchoring the core Pillars and Values of the ISL Group by working with the leadership and admin staff by providing them with advice and feedback on strategic as well as operational matters.
Human Resources (HR)	
Dounia Slaoui Head of Human Resources (HR)	Matters related to HR Administration and Executive Assistant to the Head & CEO
Hani Al Shandawily HR Public Relations Officer	All government and immigration related matters
Charis Uson-Santos HR Officer	Matters related to the HR Administration
Ashikin Mohamed General Assistant	School driver, messenger, matters related to post/mail etc.
Admissions	
Rima Danaf Secondary Admissions Officer	All matters related to admissions and withdrawal of students
Nisreen Abil Mona Primary Admissions Officer	All matters related to admissions and withdrawal of students
Diana Haddad Ministry of Education Coordinator & Translator	Coordination with the Ministry of Education , MOE database and English/ Arabic translation
Front Office	
Razia Yusuf Primary Admin & Admissions Assistant	All matters regarding Primary administration
Tasneem Qasem Secondary Admin Assistant	All matters regarding Secondary administration
Rowena Geraldizo Receptionist and Parents Liaison	All matters related to reception and parental services
Finance	
Laurence Gabriel Head of Finance	All matters related to finance and accounting
Claire Lahorgue Senior Accountant	All matters related to Accounts Payable & Procurement
Rana Abil Mona Finance Assistant	Matters related to invoicing and payments
Facilities	
Farid Makarem Facilities and Operations Manager	Matters related to school & accommodation maintenance, School Canteen, Bus transportation, School Uniform
Maria Irac Facilities Assistant	Matters related to facilities and maintenance
Jamil Ahmad Facilities Technician	Matters related to facilities electrical maintenance.
Marketing	
Wesal Abdelbaset Head of Marketing	Matters related to Marketing and adverts for the school

Catherine Chiuco Webmaster and Content Officer	Matters related to digital marketing, & yearbook. School Content
Information Technology (IT)	
Joris Deckers ISL Group IT Officer	Matters related to ICT
Talha Nasir Uddin System Support and Network Administrator	Matters related to ICT support and network administration
Shakeel Ahmad IT Support Administrator	Matters related to ICT support and network administration

2.4. Primary School Teaching Staff

Name	Position
Salma Mroueh	Teacher of Early childhood - EC1A
Zhannur Akshekina	Teacher of Early childhood - EC1B
Maljinder Gill	Teacher of Early childhood - EC1C
Mirjam Hoster	Teacher of Early childhood - EC2A
Janete Da Silva	Teacher of Early childhood - EC2B
Lakshmi Sundaram	Teacher of Early childhood - EC2C
Holly Thertell	Teacher of Early childhood - EC2D
Susan Lopez	Teacher of KGA
Emily Elkoton	Teacher of KGB
Ghida Jalloul	Teacher of KGC
Shirley Glover	Teacher of KGD
Aoife Forde	Teacher of Grade 1A
Garin Rees	Teacher of Grade 1B
Lydia Glover	Teacher of Grade 1C
Genae Ohelers	Teacher of Grade 1D
Charlotte Wallace	Teacher of Grade 2A
Catherine de Coster	Teacher of Grade 2B
Muna Dalla	Teacher of Grade 2C
Nisreen Petiwala	Teacher of Grade 2D
Jyll Cox	Teacher of Grade 3A
Eileen Pretorius	Teacher of Grade 3B
Alison Morgan	Teacher of Grade 3C
Terence Simons	Teacher of Grade 3D
Jamie Pyke	Teacher of Grade 4A
Emma Holden	Teacher of Grade 4B
Shireen Simons	Teacher of Grade 4C
Rebecca Garland	Teacher of Grade 4D
Zoobia Janjua	Teacher of Grade 5A
Gwilym Cox	Teacher of Grade 5B
Liam Chadwick	Teacher of Grade 5C
Jeff Bailey	Teacher of Grade 5D
Erminia Sgrosso/Jasmine Nonato	Teaching Assistant- EC1A
Emma Glodoveza/Marium Rashid	Teaching Assistant- EC1B
Catherine Hortaleza/ Nigina Tosheva	Teaching Assistant- EC1C
Joy Cruz	Teaching Assistant- EC2A
Dragica Delonga (Draga)	Teaching Assistant- EC2B
Sura Bataineh	Teaching Assistant- EC2C
Maribel Gonzales	Teaching Assistant- EC2D
Muradia Amilasan	Teaching Assistant- KGA

Susana Mangalus	Teaching Assistant- KGB
Mihaela Eid	Teaching Assistant- KGC
Marilou Matias	Teaching Assistant- KGD
Hui Hua Chan (Mandy)	Teaching Assistant- G1A
Daniela Fernandes	Teaching Assistant- G1B
Nagla Mohammed	Teaching Assistant- G1C
Izis Trindade	Teaching Assistant- G1D
Ghada Salloum	Teaching Assistant- G2
Rachelle Aquino	Teaching Assistant- G2
Paula Ramirez	Teaching Assistant- G2
Aline Lentino	Teaching Assistant- G3 A-B
Brenda Isasa	Teaching Assistant- G3 C-D
Sabrina Voss	Teaching Assistant - G4 A-B
Roberta Dell'Acqua	Teaching Assistant - G4 C-D
Debi Thomson	Teaching Assistant- G5 A-B
Ivana Kasic	Teaching Assistant- G5 C-D
Suzanne Masi	Teacher of EAL
Tina Raventos	Primary Librarian; Technology Integrator
Kimanta Moodley	PYP & MYP Counsellor
Reinette Evert	PYP Counsellor
Mariesa Simenson	Teacher of Learning Support for Primary

2.5 Secondary School Teaching Staff

Name	Position
Amisi, Anne	Teacher of Learning Support for Secondary
Ascione, Mary	Teacher of MYP Dram & DP Theatre
Bailey, Annemiek	College Counsellor
Besford, Jenny	Teacher of MYP INSO and DP History; Leader of Student Development for G11/12
Brink, Lynette	Teacher of MYP Science and DP Physics; Leader of Student Development for G9/10
Casper, Washiela	MYP English Language & Literature and English Language Support
Charlton, Heather	College Counsellor
Colson, Cindy	Secondary Librarian
Bradley, Ruth	Teacher of MYP Science, DP Chemistry, Leader of Learning for Science
Bravo, Ana	Part-time Teacher of MYP/DP Language Acquisition Spanish
Bryan, David	DP Film
Ceballos, Daniela	Teacher of MYP/DP English Literature and Language and ToK
Daniel, Claire	Teacher of MYP/DP Music; Director of Performing Arts
DeMaranville, Michael	Teacher of MYP/DP English Language & Literature
Djinovic, Lily	Teacher of MYP/DP Maths
Furniss, Angela	Teacher of MYP/DP Maths; Leader of Learning for Mathematics
Furniss, Craig	Teacher of MYP/DP Maths
Hajjar, Odile	Teacher of MYP French MT and PYP French Language Acquisition; Mother Tongue Coordinator
Hambly, Jonathan	Teacher of MYP/DP Language and Literature & Individual and Societies
Haywood, Owen	Teacher of MYP/DP Maths
Heathcote Osborne, Jennifer	Secondary School Social and Emotional Counsellor
Holmes, Portia	Teacher of MYP INSO and DP Geography
Hoogendoorn, Ellen	MYP English Language & Literature and English Language Support
Isherwood, Jackie	DP Coordinator, Teacher of DP Psychology and ToK

Jeffery , Helen	Teacher of MYP English Language and Literature
Kaya, Ferdi	Teacher of DP Physics & General Science
Kritsineli, Sophia	Teacher of MYP Science; Leader of Student Development for G7/8
Ku, Anny	Teacher of Art
Landaverde, Julio	Teacher of MYP/DP MT Spanish and MYP Language Acquisition Spanish
McDonald, Damon	Teacher of MYP Science and DP Chemistry
Minhas, Moneeb	Teacher of MYP Design and Computer Science; Leader of Learning for Design and Computer Science
Nicholson, Jonn	Teacher of MYP Visual Arts, Design Technologies; G8 Homeroom
O'Connor, Cailin	Teacher of DP Visual Arts; Leader of Learning for Art
Pawel, Cristina	Teacher of MYP Visual Arts; Research Institute Coordinator
Qazi, Adeeba	Teacher of MYP Science
Scholten, Marieke	Teacher of MYP Maths; Leader of Student Development for G5/6
Sedano, Marilou	Laboratory Technician
Shaun Mistry	Teacher of MYP Language and Literature & Individual Societies; LOL English
Shetty, Smita	Teacher of MYP/DP Biology; MUN Coordinator
Sloane, Karl	Teacher of MYP INSO and DP Economics and Business Management
Sportun, Jaime	Teacher of MYP INSO and English Language and Literature
Venkiteswaran, Meenakshy	Teacher of MYP INSO and DP Business Management; LOL INSO

2.6 Physical and Health Education (PHE) Teaching Staff

Name	Position
Erlano, Gaida	Teacher of PYP/MYP PHE, Leader of Learning for PHE
Gafurov, Ruslan	Teacher of PYP/MYP PHE
Smithers, Ciaran	Teacher of PYP/MYP PHE
Gildam-Clark, Hanna	Teacher of PYP/MYP PHE
Valiyev, Samir	Teacher of PYP EAL and MYP ELS, Leader of Learning for EAL/ELS

2.7 Arabic, Islamic Studies and Qatar History Staff

Name	Position
Khatab, Fatima	Teacher of PYP/MYP Arabic
Maria, Hend	Teacher of PYP & MYP Arabic and Islamic Studies
Ibrahim Ahmed, Somaia	Teacher of PYP & MYP Arabic & Islamic Studies
Moussa, Mariam	Teacher of PYP & MYP Arabic and Language Acquisition
Barhoumi, Maher	Teacher of MYP & DP Arabic and Islamic Studies LOL Arabic and Islamic Studies
El Hadidi, Ahmed	Teacher of MYP & DP Arabic and Islamic Studies Arabic Cultural Support Coordinator
Gazal, Buseyna	Teacher of PYP & MYP Arabic
Moharam, Naglaa	Teacher of MYP & DP Arabic & Islamic Studies
Kleib, Sawsan	Teacher of PYP Arabic Language and Culture
Loubany, Nadine	Teacher of PYP & MYP Arabic and Language Acquisition
Abdalaziz, Eman	Teacher of PYP & MYP Arabic & Islamic Studies
El Gamal, Amal	Teacher of PYP & MYP Islamic Studies

2.8 Mother Tongue & Languages Staff

Name	Position
Landaverde, Julio	Teacher of MYP/DP Spanish MT
Bravo, Ana	Teacher of MYP/ DP Spanish Acquisition
Garay, Eider	Teacher of Spanish Acquisition

Al Haddad, Berenice	Teacher of PYP & MYP French Acquisition
Belhaj, Leila	Teacher of PYP and MYP French
El Mokadam, Farah	Teacher of PYP and MYP French
Panagiota, Yota	Teacher of PYP Greek MT
Bouri, Mary	Teacher of MYP/DP Greek MT
Martin, Maria Pilar	Teacher of MYP/DP Spanish Acquisition
Ustaoglu, Dilek	Teacher of MYP/DP Turkish
Naranayan, Birgit	Teacher of MYP/DP German MT
Ratjen, Juliane	Teacher of PYP German MT
Castell, Silvia	Teacher of PYP Spanish MT & Language Acquisition
Cazet, Perrine	Teacher of PYP French MT & Language Acquisition
Salmi, Sihame	Teacher of PYP/MYP French Acquisition
Pedaci, Tina	Teacher of PYP Italian MT
Pillon, Nicoletta	Teacher of PYP/MYP Italian MT
Tanaka, Anastasi	Teacher of PYP Japanese MT; DP Norwegian MT
Gultekin-Gok, Derya	Teacher of PYP/MYP/DP Dutch MT
Bastos, Joana	Teacher of PYP Portuguese MT
Zilio, Vanessa	Teacher of MYP/DP Portuguese MT
Razova, Larisa	Teacher of PYP/MYP Russian MT
Karlsson, Asa	Teacher of PYP/MYP Swedish MT

2.9 Whole School Staff

Name	Position
Alberghini, Alison	Learning Support Coordinator
Nidsjo, Robert	Global Citizenship & Community Action Coordinator
El Khoury, Rania	Library Assistant
El Fakih, Andrea Calina	Library Assistant
Makin, Racelli	Library Assistant
Kyriakopoulou, Eugenia	Learning Support Assistant
Valiyeva, Natalya	Learning Support Assistant
Alberghini, John	Learning Support – Shadow Teacher
Abou Khozam, Ramona	Learning Support – Shadow Teacher
Batista, Sandra	Learning Support – Shadow Teacher
McGinley, Laura	Learning Support – Shadow Teacher
Pop, Georgia	Learning Support – Shadow Teacher
Said, Arlam	Learning Support - EAL
Green, Ailsa	School Nurse & Child Protection Officer
Carrasco, Nancy	School Nurse
Hasanov, Said	Learning Technologies Integrator
Zapalla, Andrea	Occupational Therapist
Abou Khalil, Samar	Speech and Language Pathologist