



Director of Inclusion and Wellbeing
Taipei American School—Taipei, Taiwan
July 2022

Mission

Taipei American School's mission is to cultivate an enduring commitment to learning, personal well-being, and service. We provide a broad American-based education with a global perspective that develops students of character who are committed to making the world a better place.

The School

Founded in 1949, Taipei American School is a highly-regarded independent coeducational day school that offers an American-based curriculum with a global perspective to students from the expatriate community in Taipei, Taiwan. TAS serves over 2,400 students from more than 30 nations in Grade Kindergarten A (age four) through Grade 12. Led by the 15th Head of School Dr. Grace Cheng Dodge and guided by the School's mission, TAS's program is marked by a deep respect for learning, personal well-being, and service.



Woven throughout the program at TAS is character education, with a focus on the schoolwide values of honesty, respect, responsibility, kindness, and courage. The School is also committed to promoting wellness, encouraging community engagement, and fostering an inclusive community. Through the creation of a schoolwide Justice, Equity, Diversity, and Inclusion (JEDI) Committee, an organization of faculty and staff, TAS has begun work to conduct broad organizational efforts and initiatives in this area, including professional development, faculty dialogues, and guided conversations in the community.

TAS benefits from the synergy created by an outstanding faculty and staff, students who are ready to learn, supportive and committed parents, and a Board of Directors that keeps student learning and students' best interest at the center of its discussions. While TAS is a large school with over 2,400 students and around 700 dedicated professionals including faculty and staff, efforts are made to ensure that all students are involved in and part of the community.

Fast Facts 2021-2022

Founded: 1949
Total students: 2410
Total faculty: 322
Student to Faculty Ratio: 7.5:1
Student nationality: 33
Faculty nationality: 16
Faculty with Advanced Degrees: 83%
Middle School and Upper School Sports, Clubs, & Activities: 133
1:1 Laptop Program: Grades 3-12
Upper School Varsity Sports Teams: 22



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The current TAS [Strategic Plan](#) provides a framework for the school community's shared goals for the years 2021 to 2026. It builds on the School's many strengths and focuses the community's energies and resources on those issues identified as priorities by the community.

Known for rigorous academics as well as a rich variety of co-curriculars, there is something for every student at TAS. Signature programs include debate, model UN, robotics/KA-12 STEAM, scientific research, performing arts (drama, dance, and music).

Head of School Dr. Grace Cheng Dodge leads the Central Administrative team, which also includes a Deputy Head of School, Chief Operating Officer, and an Assistant Head of School for Advancement. Each division — the Lower School (KA-5), Middle School (Grades 6-8) and Upper School (Grades 9-12) — is led by a principal and two associate principals.

TAS is accredited by the Western Association of Schools and Colleges (WASC). In 2018, the WASC Visiting Committee commended TAS faculty and staff for their professionalism and care and noted, "a strong sense of community permeates all levels of the School as evidenced by the commitment and care for students, active and engaged parents who contribute both resources and time, and students who value and respect their school and interactions with adults."

TAS is incorporated in Delaware as the Taipei American School Foundation and is governed by a Board of Directors composed of nine elected and five appointed Board members, which includes one representative from the American Institute of Taiwan.



School History

Taipei American School began in the basement of a seminary in 1949 with eight students. The first graduating class of 14 seniors was in 1956. Over the early years, the student body fluctuated with the geopolitics of the 1960s and '70s, but by the 1980s, the school would settle into a process of steady growth and become an essential part of Taiwan's educational and cultural landscape.

In 1989, Taipei American School built a new campus, where the school is located today, and has continued to add to and upgrade the infrastructure as well as the facilities. The program, too, has evolved over the years into an outstanding American-based curriculum, with an enviable range of academic offerings and co-curricular activities.



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Campus

The School occupies an impressive suburban campus of 6.5 hectares (approximately 15 acres) in Tianmu, a northern section of Taipei. The campus is wireless to service our IT needs as a one-to-one laptop school in the Walter and Shirley Fan '86 Wang Lower School Grades 3-5, as well as the Lawrence S. Ting Middle School and Dr. Sharon DiBartolomeo Hennessy Upper Schools. The School has approximately 250 classrooms, including many science, robotics, and computer labs. The campus also features a four-story library/IT/media complex, music, and art facilities, three dance studios, and three theaters. Sports facilities include three gyms, covered and outdoor tennis courts, a track, two playing fields with artificial turf, a golf practice center, and a 25-meter indoor swimming pool. The cafeteria, pizza bar, snack bar, and Fitness Cafe serve nearly 3,000 patrons per day.



Campus highlights include Tiger Garden (lower school playground) which opened in 2019 and features large installations that encourage independence and appropriately scaffolded risk-taking for the School's young learners; Solomon Wong Tech Cube, which opened in 2018 and is the dedicated center for KA-12 STEAM education; the Dr. Sharon DiBartolomeo Hennessy Upper School building, which opened in 2012 and features advanced science research labs, classrooms equipped with cutting-edge technology, and a lecture hall; Liu Lim Arts Center, which opened in August 2013 and enriches TAS's performing arts program; and the Tiger Health and Wellness Center, a modern and extensive fitness facility available for upper school students, faculty, and staff to use during the day and after school.



Program

The broad academic program at TAS provides both the challenge and choice that help students prepare well for their next level of education. Coupled with core courses in math, science, social studies, history, and English, TAS offers a full complement of classes in art, music, and physical education, as well as many signature courses. At all levels, the School also focuses on helping students develop their skills in analytical and critical thinking and problem-solving. Parents and students alike attest to the expansive range of learning opportunities and the chance for each student not only to discover a passion, but to dive deeply into it.

The Lower School puts a premium on developing the whole child, academically, emotionally, socially, and physically — all within a supportive, stimulating environment where each child is seen as an individual.



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The Middle School program is designed around the natural enthusiasm of students — striking a balance between social-emotional wellbeing and academic excellence and aiming help students become independent, adaptable, resilient adults. The electives program further offers a mix of classroom experiences, such as world languages, drama, art, robotics, toy and game design, animation, photography, economics, international politics, advanced debate, martial arts, and pitch perfect.



The Upper School program includes an impressive range of curricular paths. Students may choose individual AP or IB courses or may pursue a full AP Capstone curriculum or a full IB Diploma. Core academic classes required for graduation include English, history, mathematics, science, computer science and robotics, visual and performing arts, world languages, public speaking, and physical education. Signature programs such as Robotics and Scientific Research provide students the skills, experience, and opportunity to design innovative projects, solve problems, and make a difference in the world. More than 80% of TAS graduates attend universities in the United States of America. The 2020-2021 college profile can be found [here](#).



Taipei, Taiwan

Taipei, the capital of Taiwan, is a modern metropolis of six million people and one of the major economic and cultural hubs of East Asia and includes a large community of expats from around the world. In fact, Taipei has topped the list of the best cities in which to live and work abroad three years in a row (2019, 2020, 2021), according to InterNations’ annual survey, which is based on quality of life, cost of living, healthcare, public transportation, cultural opportunities, and more. Taiwanese are welcoming, and Taiwan is spectacularly beautiful with mountains, beaches, and centuries of history and culture. One can also easily travel to most of Asia within a four-hour flight. Taipei’s economy focuses mostly on information and communication technology, but also includes biotechnology, financial services, and other global industries. Companies with regional headquarters in Taipei include Google, Microsoft, IBM, Intel, Apple, Amazon, Corning, Facebook, and numerous international banks. Dubbed by the New York Times as “the most underrated tourist destination in Asia,” Taipei still manages to attract (in normal years) around six million visitors annually. Taipei offers a rich cultural life with must-see temples, a collection of museums, excellent restaurants, a lively street-food scene, night markets, and plenty of retail. Taipei and the surrounding area offer some of the best walking, hiking, and biking trails in the world, as flat or mountainous as one prefers. The mountains of the nearby Yangming Shan National Park offer access to the outdoors and wilderness. There are also a number of beaches within an hour’s travel by car from Tianmu. On Penghu, an outlying island of Taiwan which is an hour away by flight, the beaches are reminiscent of those in Hawaii (and yes, there is surfing). The region’s weather is moderate to warm, rarely dropping below 50 degrees Fahrenheit.



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The Position: Director of Inclusion and Wellbeing

Taipei American School is a large, complex learning community with cross-cultural identities among its parent and student demographic. The TAS community seeks a Director of Inclusion and Wellbeing who will report to the Deputy Head of School who possesses an educator's mindset, understands that social emotional wellness and academic achievement are inextricably linked, and is able to work collaboratively with constituent groups within the greater school community.

TAS seeks a strong, experienced leader to be responsible for coordinating K-12 curriculum alignment, pedagogical practices, and cultural adherence to the school mission and strategic plan as related to areas of Justice, Equity, Diversity, and Inclusion (JEDI), wellness, and service learning initiatives.

As part of faculty and staff professional development, Taipei American School currently has coordinated schoolwide and divisional JEDI initiatives in place, with parent education being developed and conducted in parallel.

TAS seeks an administrator who has demonstrated most or all of the following qualities:

- Proven success and a record of accomplishment in the implementation of JEDI, wellness, and service-learning programs in an independent school setting, preferably with international experience.
- An ability to support divisional principals and other administrators in the implementation of anti-bias curricular initiatives that are inclusive and culturally aware.
- Is expected to work cross-culturally, understands the nuances among cultures, and celebrates the differences.
- Experience with student advisory and leadership programs
- Experience in coordinating professional development in JEDI and wellness, in partnership with the Academic Dean and divisional principals
- An inclusive team-builder and partner, effective at collaboration with the Communications Office, Alumni Office, and Admissions Office.
- Experience building community culture and programming with a focus in JEDI and wellness programming for different constituents of a school community (faculty, staff, students, parents, alumni, etc.)
- A strong resource to the community with the capacity to enjoy working with faculty, parents, and students of all ages



TO APPLY: Interested and qualified candidates are encouraged to speak with one of the consultants in confidence. All applicants will ultimately be expected to submit the following materials to Donisha Thaxton (Donisha.thaxton@carneysandoe.com) and Namita Bhattacharya (namita.bhattacharya@carneysandoe.com):

- A cover letter expressing interest in this particular position
- A current, comprehensive résumé (no longer than four pages)
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)



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