

SECTION 2

WHO ARE WE?

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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 nativelevel 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. Sean Areias 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 Jeffery 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 Head of Admin & HR	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
Kawkab Zaouk	Academic Assistant
Marwa Nsouli	Early Childhood (EC) and Kindergarten (KG) Coordinator
Danielle Robertson	Primary Years Programme (PYP) Coordinator

2.2.3 Secondary Leadership Team

Leadership and management roles in the secondary school are shared by the Secondary Leadership Team (SLT). The responsibilities are as shown below:

Name	Position
Helen Jeffery	Head of Secondary
Smita Shetty	Middle Years Programme (MYP) Coordinator

Jackie Isherwood	Diploma Programme (DP) Coordinator
Ahmed EL Hadidi	Leader of Student Development (LOSD) for Grade 6
Moneeb Minhas	Leader of Student Development (LOSD) for Grades 7 and 8
Lynette Brink	Leader of Student Development (LOSD) for Grades 9 and 10
Jennifer Besford	Leader of Student Development (LOSD) for Grades 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
Human Resources (HR)	
Dounia Slaoui Head Admin and Human Resources (HR)	Matters related to HR Administration and human resources
Hani Al Shandawily HR Public Relations Officer	All government and immigration related matters
Charis Uson-Santos HR Senior Officer	Matters related to the HR Administration
Ashikin Mohamed General Assistant	School driver, messenger, matters related to post/mail etc.
Mohammadu Azeen Abdul Azees General Assistant	School driver, messenger, matters related to post/mail etc.
Admissions	
Rima Danaf Admissions Officer	All matters related to admissions and withdrawal of students
Nisreen Abil Mona Admissions Officer	All matters related to admissions and withdrawal of students
Diana Haddad Ministry of Education Coordinator & Admissions Assistant	Coordination with the Ministry of Education , MOE database and support to the Admissions team
Front Office	
Rowena Geraldizo Parent Liaison Coordinator	All matters regarding Primary administration
Aylin Alsayedali Parent liaison Officer	All matters regarding Secondary administration
Finance	
Laurence Gabriel Head of Finance	All matters related to finance and accounting
Rana Abil Mona Senior Finance Officer	Matters related to invoicing and payments
Jennielyn Maggo Finance Assistant	All matters related to Accounts Payable & Procurement
Facilities	
Robert Nidsjo Facilities and Activities Development Director	Matters related to school & accommodation maintenance, School Can-teen, Bus transportation, School Uniform
Maria Irac Senior Facilities Officer	Matters related to facilities and maintenance
Fareed Wasiuddin Procurement and Inventory officer	Matters related to Procurement and Inventory
Jamil Ahmad Facilities Technician	Matters related to facilities electrical maintenance.
Marketing	
Juliana Altoe Head of Communication	Matters related to communication and adverts for the school

Claudia Cojocea Digital Marketing Officer	Matters related to digital marketing, & yearbook. School Content
Technology Hub	
Joris Deckers Tech Hub Leader	All Matters related to the Tech hub
Tasneem Qasem System Development Officer	Matters related to system development
Talha Nasir Uddin System Support and Network Administrator	Matters related to ICT support and network administration
Shakeel Ahmad Tech Support Administrator	Matters related to ICT support and network administration
Catherine Morgan Curriculum Innovation and Tech Integrator	Matters related to learning technology via the curriculum
Arianna Correia Learning Technology Integrator	Matters related to learning technology via the curriculum

2.4. Primary School Teaching Staff

Name	Position
Mroueh, Salma	Teacher of Early childhood - EC1A
Akshekina, Zhannur	Teacher of Early childhood - EC1B
Gill, Maljinder	Teacher of Early childhood - EC1C
Dalla, Dalla	Teacher of Early childhood - EC2A
Da Silva ,Janete	Teacher of Early childhood - EC2B
Sundaram, Lakshmi	Teacher of Early childhood - EC2C
Moarales, Imelda	Teacher of Early childhood - EC2D
Coleman, Jenna	Teacher of KGA
Elkoton, Emily	Teacher of KGB
Jalloul, Ghida	Teacher of KGC
Hoster, Mirjam	Teacher of KGD
Ghossoub, Adele	Teacher of KGE
Forde, Aoife	Teacher of Grade 1A
Elardo, Helaina	Teacher of Grade 1B
Halliday, Kirsty	Teacher of Grade 1C
Rees, Garin	Teacher of Grade 1D
Thertell, Holly	Teacher of Grade 1E
Hugo, Nadia	Teacher of Grade 2A
Petiwala, Nisreen	Teacher of Grade 2B
Glover, Lydia	Teacher of Grade 2C
De Coster, Cathy	Teacher of Grade 2D
Wallace, Charlotte	Teacher of Grade 3A
Pretorius, Eileen	Teacher of Grade 3B
Affleck, Simone	Teacher of Grade 3C
Taylor, Lee	Teacher of Grade 3D
Pyke, Jamie	Teacher of Grade 4A
D'Souza, Donna	Teacher of Grade 4B
Simons, Shireen	Teacher of Grade 4C
Cox, Jyll	Teacher of Grade 4D
Janjua, Zoobia	Teacher of Grade 5A
Lam, Kit	Teacher of Grade 5B
Cox, Gwilym	Teacher of Grade 5C
Ogunleye, Adenike/ Oluwole-Ojo, Christiana	Teaching Assistant- EC1A
Acabado, Camille / Glodoveza, Emma	Teaching Assistant- EC1B
Robertson, Monique / Rashid, Marium	Teaching Assistant- EC1C
Cruz, Joy	Teaching Assistant- EC2A

Vidal, Liza	Teaching Assistant- KGA
Mangalus, Susana	Teaching Assistant- KGB
Khan, Palwasha	Teaching Assistant- KGC
Kaya, Ceren	Teaching Assistant- KGD
Matias, Malou	Teaching Assistant- KGE
Odoje, Rose	Teaching Assistant- G1A
Trindade, Izis	Teaching Assistant- G1B
Mohammed, Nagla	Teaching Assistant- G1C
Fernandes, Daniela	Teaching Assistant- G1D
El-Fakih, Andreea Calina	Teaching Assistant - G1E
Winifred, Emeka / Ozsayin, Semiha	Teaching Assistant- G2 A-B
Oras, Ana / Lee, Aram	Teaching Assistant- G2 C-D
Aline, Lentino / Isasa, Brenda	Teaching Assistant- G3 A-B
Tyrie, Terhi / Meirosu, Cristiana	Teaching Assistant- G3 C-D
Sutherland, Jo / Pwint, Moe	Teaching Assistant - G4 A-B
Aquino, Rachele / Remolacio, Christine	Teaching Assistant – G4 C-D
Eid, Mihaela	Teaching Assistant- G5A
Thomson, Debi	Teaching Assistant- G5B
Martin, Joana	Teaching Assistant- G5C
Allard, Johanne	Teacher of PYP Visual Arts
Sures, Nadine	Teacher of PYP Performing Arts
Raventos, Tina	PYP Librarian, Technology Integrator
Petersen, Lone	PYP Counsellor
Simenson, Mariesa	Teacher of Learning Support for Primary
Gonzales, Maribel	Teaching Assistant- EC2B
Erni, Lady	Teaching Assistant- EC2C
Belonwu, Judith	Teaching Assistant- EC2D
Manzano, Shelly	Teaching Assistant - Floating

2.5 Secondary School Teaching Staff

Name	Position
Ahmed, Hira	Laboratory Technician
Aneesh, Manjusha	Teacher of MYP & DP Biology
Ascione, Mary	Teacher of MYP Dram & DP Theatre
Atesin, Ferdi	Teacher of MYP Maths
Besford, Jenny	Teacher of MYP INSO and DP History; Leader of Student Development for G11/12
Bradley, Ruth	Teacher of MYP Science & DP Chemistry; Leader of Learning Science
Brink, Lynette	Teacher of MYP Science and DP Physics; Leader of Student Development for G9/10
Ceballos, Daniela	Teacher of MYP & Dp English, Teacher of TOK
Chiuco, Catherine	Teacher of MYP Design
Coburn, Blair	Teacher of MYP Humanities & DP Geography
Colson, Cindy	Secondary Librarian
Bradley, Ruth	Teacher of MYP Science DP Chemistry, Leader of Learning for Science
Dbouk, Malak	Teacher of MYP Maths/DP Business
Deren, Bradley	Teacher of MYP /DP Business Management; Leader of Learning Individuals & Society
EIAlia, Rouba	Teacher of MYP Science
Furniss, Angela	Teacher of MYP/DP Maths; Leader of Learning Maths
Furniss, Craig	Teacher of MYP/DP Maths
Hajjar, Odile	Teacher of MYP French MT and PYP French Language Acquisition; Mother Tongue Coordinator
Husain, Farhat	Teacher of Individual Societies & DP Business
Isherwood, Jackie	Teacher of DP Psychology and TOK; DP Coordinator
Jeffery, Helen	Teacher of MYP English Language Literature; Head of Secondary
Kaya, Ferdi	Teacher of MYP Science & DP Physics
Ku, Anny	Teacher of Art (Part-Time)
Kyriakopoulou, Eugenia	Teacher of MYP/DP Mathematics
Mac Uait, Chris	Teacher of MYP English Language & Literature and English B
McDonald, Damon	Teacher of MYP Science & DP Chemistry
Mendoza, Hainer	Teacher of MYP Performing Arts
Minhas, Moneeb	Teacher of MYP & DP Design; Leader of Student Development for G7/8
Mistry, Shaun	Teacher of MYP Language and Literature & Individual Sciences; Leader of Learning English
Nicholson, John	Teacher of MYP Visual Arts & Design; Leader of Learning for Visual Arts
O'Connor, Cailin	Teacher of MYP & DP Arts
Owen, Jonathan	Secondary School Social and Emotional Counsellor

Qazi, Adeeba	Teacher of MYP Science
Robertson, Thomas	Teacher of MYP Individual Societies & DP Geography
Saur, Heather	Teacher of MYP & DP English B
Shetty, Smita	Teacher of MYP/DP Biology; MYP Coordinator
Sinclair, Emma	Teacher of MYP & DP English Literature
Zepeda, Gerardo	College Counsellor

2.6 Physical and Health Education (PHE) Teaching Staff

Name	Position
Erlano, Gaida	Teacher of PYP/MYP PHE, Leader of Learning for PHE
Doughty, Michelle	Teacher of PYP PHE
Voss, Sabrina	Teacher of PYP PHE
Smithers, Ciaran	Teacher of PYP/MYP PHE
Qazi, Furqan (Cover)	Teacher of MYP PHE

2.7 Arabic, Islamic Studies and Qatar History Staff

Name	Position
Barhoumi, Maher	Teacher of MYP & DP Arabic Islamic Studies; Leader of Learning for Arabic & Islamic Studies
El Hadid, Ahmed	Teacher of MYP/ DP Arabic & Arabic Cultural Support Coordinator
El Gamal, Amal	Teacher of PYP/MYP Arabic & Islamic Studies
El Gamal, Heba	Teacher of PYP/MYP Arabic & Islamic Studies
Elzard, May	Teacher of PYP/MYP Arabic & Islamic Studies
Gazal, Buseyna	Teacher of PYP/MYP Arabic
Khattab, Fatima	Teacher of PYP/MYP Arabic
Maria, Hend	Teacher of PYP & MYP Arabic and Islamic Studies
Moussa, Mariam	Teacher of PYP & MYP Arabic and Language Acquisition
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

2.8 Mother Tongue & Languages Staff

Name	Position
Alvarez, Vanessa	Teacher of PYP/MYP Spanish Acquisition
Bastos, Joana	Teacher of PYP/MYP Portuguese MT
Bouri, Mary	Teacher of MYP/DP Greek MT
Bravo, Ana	Teacher of MYP/ DP Spanish Acquisition
Durdan, Maud	Teacher of PYP/MYP French Acquisition

El Mokadam, Farah	Teacher of PYP & MYP French
Gultekin-Gok, Dery	Teacher of PYP/MYP Dutch MT
Karlsson, Asa	Teacher of PYP/MYP Swedish MT
Landaverde, Julio	Teacher of MYP/DP Spanish MT & Language Acquisition
Le Gavrian, Anne	Teacher of PYP/MYP French Acquisition
Martin, Maria Pilar	Teacher of MYP/DP Spanish Acquisition
Najm, Nadine	Teacher of PYP German MT
Narayanan, Birgit	Teacher of MYP/DP German MT
Novoa, Diana	Teacher of PYP Spanish MT & MYP Language Acquisition
Panagiota, Yota	Teacher of PYP Greek MT
Pedaci, Tina	Teacher of PYP Italian MT
Pillon, Nicoletta	Teacher of PYP/MYP Italian MT
Salmi, Sihame	Teacher of PYP/MYP French Language Acquisition
Tanaka, Anastas	Teacher of MYP Japanese MT & DP Norwegian
Tillier, Naima	Teacher of PYP French MT
Tlekhusezh, Ruzana	Teacher of PYP/MYP Russian MT & ESL
Ustaoglu, Dilek	Teacher of PYP/MYP Turkish MT
Zilio, Vanessa	Teacher of MYP/DP Portuguese MT

2.9 Whole School Staff

Name	Position
Valiyev, Samir	Teacher of PYP EAL and MYP ELS, Leader of Learning for EAL/ELS
Suzanne Masi	Teacher of PYP & MYP EAL
Mirza, Aseela	Teacher of PYP ESL / MYP Performing Arts
Said, Arlam	Learning Support Assistant - EAL
Kublay, Aliye Ebru	PYP/MYP Counsellor
Alberghini, Alison	Learning Support Coordinator
Valiyev, Natalya	Learning Support Assistant
Delonga, Dragica	Learning Support Assistant
Thomas, Rinju	Learning Support Assistant
Sedano, Marilou	Learning Support Assistant
Akinlabi, Perpetual	Learning Support – Shadow Teacher
Alberghini, John	Learning Support – Shadow Teacher
Berdonado, Elisa	Learning Support – Shadow Teacher
Katindoy, Estela	Learning Support – Shadow Teacher
Makin, Racelli	Learning Support – Shadow Teacher
Nankabirwa, Sumayya	Occupational Therapist
Suhail, Farzeena	Speech Therapist
Pawel, Cristina	CAS & Eco School / Sustainability Coordinator
Mills, Louise	Head of Research Hub
El Wahidi, Carole	Research Hub Assistant
Green, Ailsa	School Nurse & Child Protection Officer
Carasco, Nancy	School Nurse