

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 native level speakers of the language of instruction 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 Senior Leadership Team (SLT)

Position	Summary of Responsibilities
Dr. Areias, Sean Head of School	All academic and non-academic matters. Implementation of school policy, learning and teaching, strategic thinking, financial planning, fund-raising, accreditation, international organizations, 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.
Gillan, Joanne Director of Learning, Analytics & Innovation	Design and development of the whole school professional learning program. Leadership to support whole school operations for the continuous development of our identities as learners and best practices in the classroom. Leads the collection, analysis, and planning with learning data. Provides motivation, inspiration, and support to staff to innovate, pilot and incubate new methods and projects with potential meaningful learning impact within the scope of the school’s mission and strategic directions.
Haj Ismail, Roula 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.
Toler, Leigh Anne Head of Middle School	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.
Heister, Jim Head of High School	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.
Slaoui, Dounia Head of Operations	All matters related to operations, overseeing the evaluation and professional learning of the non-academic staff, participating in the budgeting projection,

	maintaining cost effective running of the non-academic operations to create a conducive work environment.
Extended Whole School Leadership: WLT	
Waly, Salma Head of Multilingualism	All matters related to maintaining teaching quality, observing classes, organising professional development, promoting additional language literacy, reviewing assessments, collaborating on language paths, addressing teaching concerns, leading student support reviews, and ensuring alignment with Ministry of Education Arabic requirements and IB curriculum standards for languages.
Deckers, Joris Leader of Tech Hub	All matters related to the school's technology infrastructure, covering hardware, software, and network systems, while also guaranteeing the current upkeep of all technology equipment and software in accordance with the international school's standards, while ensuring that all stakeholders can readily access technical support for any technology-related issues.
Toler, Joe Director of Athletics and Sports	All matters related to the development and maintenance of a comprehensive athletics and activities program, including interschool events and broad extra-curricular program across the school that allows each student and staff to participate in a variety of challenging and meaningful activities.
Evert, Reinette Head of Inclusion & Student Wellbeing & Inclusion	All matters related to the development and implementation of student support strategies, fostering an inclusive environment, and ensuring student well-being, while collaborating with various stakeholders and maintaining alignment with educational standards.

2.2.2 Primary School Leadership Team

Leadership and management roles in the primary school are shared by the Primary School Leadership Team (PLT). The responsibilities are as shown below:

Name	Position
Haj Ismail, Roula	Head of Primary
Nsouli, Marwa	Early Childhood (EC) and Kindergarten (KG) Coordinator
Robertson, Danielle	Primary Years Program (PYP) Coordinator

Primary School Inclusion and Wellbeing and Inclusion Advisors. Primary School Wellbeing and Inclusion Advisors

Name	Position
Petersen, Lone	Primary School Counselor
Hamdan, Nora	Primary School Counselor

Primary School Grade Level Leaders

Name	Position
Akshekin, Zhannur	GLL EC1
Sundaram, Lakshmi	GLL EC2
Hoster, Mirjam	GLL KG
Thertell, Holly	GLL G1
Simons, Shireen	GLL G2

Pretorius, Eileen	GLL G3
Pyke, Jamie	GLL G4
D'Souza, Donna	GLL G5

2.1.1 Middle School Leadership Team

Leadership and management roles in the middle school are shared by the Middle School Leadership Team (MLT). The responsibilities are as shown below:

Name	Position
Toler, Leigh Anne	Head of Middle School
Minhas, Moneeb	Middle Years Program (MYP) Coordinator

Middle School Well-being and Inclusion Advisor

Name	Position
Heister, Billie Jo	Middle School Counselor

Middle School Grade Level Leaders

Name	Position
Wilmoth, Kaeyla	GLL G6
El Hadidi, Ahmed	GLL G7
Qazi, Adeeba	GLL G8

2.1.2 High School Leadership Team

Leadership and management roles in the high school are shared by the High School Leadership Team (HLT). The responsibilities are as shown below:

Name	Position
Heister, Jim	Head of High School
Shetty, Smita	Diploma Program (DP) Coordinator
Minhas, Moneeb	Middle Years Program (MYP) Coordinator

High School Grade Level Leaders

Name	Position
Brink, Lynette	GLL G9
Zilio, Vanessa	GLL G10
Baiden, Abena	GLL G11 and G12

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.

2.2 Administration and Support Staff

Name	Summary of Responsibilities
Slaoui, Dounia Head of Operations	All matters related to Administration
Human Resources (HR)	
Uson-Santos, Charis HR Manager	All matters related to the HR
Al Shandawily, Hani HR Admin & Government Relations Officer	All government and immigration related matters
Azzam, Lina HR Assistant	All matters related to HR assistance
General Services Support	
Ashikin, Mohamed General Assistant	School driver, messenger, matters related to post/mail etc.
Azeen, Mohamradu General Assistant	School driver, messenger, matters related to post/mail etc.
Advancement	
Lefante, Michael Head of Advancement	All matters related to communication and marketing adverts and admissions for the school
Danaf, Rima Admissions & Community Coordinator	All matters related to admissions and withdrawal of students
Abil Mona, Nisreen Admissions & Data Specialist	All matters related to admissions and withdrawal of students
Haddad, Diana Admissions & Government Relations Liaison	All matters related to coordination with the Ministry of Education (MOE) database and support to the Admissions team
Cojocea, Claudia Communications & Digital Marketing Coordinator	All matters related to digital marketing and yearbook, school content
Abdelgayed, Salma Digital Media Designer	All matters related to graphic designing and marketing materials
Maldonado, Diego Graphic Designer	All matters related to typography and graphics
Front Office	
Geraldizo, Rowena Administrative & Sports Liaison	All matters related to support in administration, sports, and activities
Alsayedali, Aylin Administrative Liaison	All matters related to supporting in administration

Tarabieh, Nivine Primary & Director of Learning Assistant	All matters related to supporting in the primary administration and Director of Learning
Zaouk, Kawkab Middle & High School Academic Assistant	All matters related to supporting in the middle and high school administration
Finance	
Gabriel, Laurence Head of Finance	All matters related to finance and accounting
Abil Mona, Rana Senior Finance Officer	All matters related to invoicing and payments
Magpoc, Jennielyn Finance Assistant	All matters related to accounts payable & procurement
Facilities	
Nidsjo, Robert Head of Facilities & Safety	All matters related to school facilities maintenance and safety
Irac, Maria Senior Facilities Officer	All matters related to accommodation, facilities, maintenance and support sta
Wasiuddin, Fareed Procurement and Inventory Officer	All matters related to Procurement and Inventory
Ahmad, Jamil Senior Facilities Technician	All matters related to facilities electrical maintenance.
Sabir, Mohamed Facilities Technician	All matters related to facilities electrical maintenance.
Aleem, Mohamed Facilities Technician	All matters related to facilities electrical maintenance.

Technology Hub	
Deckers, Joris Leader of Tech Hub	All matters related to the Tech hub
Qasem, Tasneem Data Base Manager	All matters related to system development
Nasir Uddin, Talha System Support & Network Administrator	All matters related to cloud service and hardware support
Ahmad, Shakeel Network Support and Hardware Administrator	All matters related to system and network support and tech procurement
Morgan, Catherine Curriculum Innovation and Tech Integrator	All matters related to learning technology via the curriculum
Cloatre, Stephane Learning Technology Integrator	All matters related to learning technology via the curriculum
Correia, Arianna	All matters related to game-based learning technology via the curriculum

Game-based Curriculum Technologies Integrator	
Nurses	
Green, Ailsa School Nurse & Child Protection Officer	All matters related to student health, coordination with the Ministry of Health and child protection.
Carasco, Nancy School Nurse	All matters related to student health

2.4. Primary School Teaching Staff

Name	Position
Akshekina, Zhannur	Teacher of Early childhood - EC1A Teacher of Early childhood – EC1A
Gill, Maljinder	Teacher of Early childhood – EC1B
Bartlett, Helen	Teacher of Early childhood – EC2A
Moarales, Imelda	Teacher of Early childhood – EC2B
Sundaram, Lakshmi	Teacher of Early childhood – EC2C
Mroueh, Salma	Teacher of Early childhood – EC2D
Coleman, Jenna	Teacher of KGA
Hoster, Mirjam	Teacher of KGB
Ghossoub, Adele	Teacher of KGC
Roda, Maryam	Teacher of KGD
Halliday, Kirsty	Teacher of Grade 1A
Elkoton, Emily	Teacher of Grade 1B
Rathod, Reema	Teacher of Grade 1C
Thertell, Holly	Teacher of Grade 1D
Gabi, Shingirirai	Teacher of Grade 1E
Glover, Lydia	Teacher of Grade 2A
Simons, Shireen	Teacher of Grade 2B
Bilal, Jana	Teacher of Grade 2C
Dawidowicz, Nicole	Teacher of Grade 2D
Petiwala, Nisreen	Teacher of Grade 2E
Arsenio, Caren	Teacher of Grade 3A
Pretorius, Eileen	Teacher of Grade 3B
Affleck, Simone	Teacher of Grade 3C
Collins, Roderick	Teacher of Grade 3D
Lam, Kit	Teacher of Grade 3E
Pyke, Jamie	Teacher of Grade 4A
Ouaggag, Siryne	Teacher of Grade 4B
Wallace, Charlotte	Teacher of Grade 4C
Cox, Jyll	Teacher of Grade 4D
D’Souza, Donna	Teacher of Grade 5A
Hamd, Yasmine	Teacher of Grade 5B
Taylor, Lee	Teacher of Grade 5C
Cox, Gwilym	Teacher of Grade 5D
Belonwu, Judith / Glodoveza, Emma	Teaching Assistant- EC1A
Jovilla, Janis / Bandibas, Rachelle	Teaching Assistant- EC1B
Manzano, Shelly	Teaching Assistant- EC2A
Gonzales, Maribel	Teaching Assistant- EC2B
Barcenas, Katherine	Teaching Assistant- EC2C
Al Badawi, Veeda	Teaching Assistant- EC2D

Pescaru, Ioana	Teaching Assistant - KGA
Mangalus, Susana	Teaching Assistant - KGB
Rashid, Marium	Teaching Assistant - KGC
Canbaz, Liezl	Teaching Assistant - KGD
Mohammed, Nagla	Teaching Assistant - G1A
Acabado, Camille	Teaching Assistant - G1B
Matias, Marilou	Teaching Assistant - G1C
Salvador, Abigail	Teaching Assistant - G1D
Himier, Najwa	Teaching Assistant - G1E
Khan, Palwasha	Teaching Assistant - G2 A
Ekechukwu, Blossom	Teaching Assistant - G2 B
Lee, Aram	Teaching Assistant - G2 C
Ozsayin, Semiha	Teaching Assistant - G2 D
Oris, Ana	Teaching Assistant - G2 E
Winifred, Emeka	Teaching Assistant - G3 A
Kapil, Krishika	Teaching Assistant - G3 B
Al Dadah, Rand	Teaching Assistant - G3 C
Eid, Mihaela	Teaching Assistant - G3 D
Srivastava, Ankita	Teaching Assistant - G3 E
Remolacio, Christine	Teaching Assistant - G4 A
Makin, Racelli	Teaching Assistant - G4 B
Fernandes, Daniela	Teaching Assistant - G4 C
Lentino, Aline	Teaching Assistant - G4 D
Baring, Kay	Teaching Assistant - G5A
Renkema, Sandra	Teaching Assistant - G5B
Isasa, Brenda	Teaching Assistant - G5C
Pai, Soumya	Teaching Assistant - G5D
Vargas, Erika	Teacher of PYP Visual Arts
Witten, Thomas	Teacher of PYP EC Creative Arts
Sures, Nadine	Teacher of PYP Performing Arts
Quispe, Carlos	Teacher of PYP Librarian
Petersen, Lone	Primary School Counselor
Hamdan, Nora	Primary School Counselor
Simenson, Mariesa	Teacher of Learning Support for Primary

2.5 Middle School and High School Teaching Staff

Name	Position
Bakhouss, Darine	Laboratory Technician
Bradley, Ruth	Teacher of MYP Science & DP Chemistry; Leader of Learning Science
Brink, Lynette	Teacher of MYP Science and DP Physics; GLL G9
McDonald, Damon	Teacher of MYP Science & DP Chemistry
Qazi, Adeeba	Teacher of MYP Science, Project Coordinator; GLL G8
Shetty, Smita	Teacher of MYP/DP Biology; DP Coordinator
Yilmaz, Burcin	Teacher of MYP Science
Jamal, Ahmed	Teacher of MYP Math & Science
Akdag, Ozhan	Teacher of MYP/DP Maths; Leader of Learning Maths
Ogaro, David	Teacher of MYP/DP Maths
Kyriakopoulou, Eugenia	Teacher of MYP/DP Maths
Hazel, Justin	Teacher of MYP/DP Maths
Al Qaisi, Karin	Teacher of MYP Maths
Shaikh, Juben	Teacher of MYP Drama & DP Theatre
Anthony, Yulius	Teacher of MYP Performing Arts - Music
Zamora, Ricardo	Teacher of MYP Visual Arts & Design; Leader of Learning for Arts & Design
Minhas, Moneeb	Teacher of MYP & DP Design; MYP Coordinator
Chiuco, Catherine	Teacher of MYP Design
Filip, Miruna	Teacher of MYP & DP Arts
Saur, Heather	Teacher of MYP & DP English B; Leader of Learning for English
Leon, Tina	Teacher of HS MYP English & INSO
Wilmoth, Kaeyla	Teacher of MYP English & INSO; Grade Level Leader G6
Ceballos, Daniela	Teacher of MYP & DP English, Teacher of TOK
Baiden, Abena	Teacher of DP Psychology; Grade Level Leader G11 & G12
Husain, Farhat	Teacher of MYP /DP Business Management; Leader of Learning Individuals & Society
Reach, Nicholas	Teacher of MYP INSO and DP History
Sinclair, Emma	Teacher of MYP & DP English Literature
Hill, Shayla	Teacher of MYP English Individual & Societies
Robertson, Thomas	Teacher of MYP Individual Societies & DP Geography

2.6 Research Hub Staff

Name	Position
Sarkisova, Nara	Head of Research Hub
Quispe, Carlos	Teacher Librarian - Primary
El Wahidi, Carole	Research Hub Assistant
Robertson, Monique	Research Hub Assistant

2.7 Physical and Health Education (PHE) Teaching Staff

Name	Position
Luague, Mary Jean	MS PHE Teacher and Whole School Whole School Leader of Learning PHE
Hogg, Russell	Teacher of PYP.MYP PHE
Virgo, Sanneka	Teacher of MYP PHE (Swimming)
Ardilla, Sandra	Teacher of PYP PHE
Qazi, Furqan	Teacher of PYP PHE
Mohamed, Fatma	Swimming Coach

2.8 Multilingualism Staff Team

Name	Position
Waly, Salma	Head of Multilingualism
Hajjar, Odile	Language Coordinator
Barhoumi, Maher	Arabic and Islamic Coordinator

2.7.1 Arabic, Islamic Studies and Qatar History Staff

Name	Position
Barhoumi, Maher	Teacher of MYP & DP Arabic Islamic Studies; Arabic & Islamic Coordinator
El Hadid, Ahmed	Teacher of MYP Arabic & Islamic Studies; GLL7 & Arabic Cultural Support Coordinator
El Gamal, Amal	Teacher of PYP & MYP 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
Saad, Alshaimaa	Teacher of PYP Arabic & Islamic studies
Moussa, Mariam	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 MYP/DP Arabic

2.7.2 Mother Tongue & Languages Staff

Name	Position
Novoa, Diana	Teacher of PYP/MYP Spanish Acquisition
Martin, Maria Pilar / Burgos, Nelson Andres BurgosMartin, Maria Pilar / Nelson Andres Burgos	Teacher of MYP/ DP Spanish Acquisition
Burgos, Nelson Andres	Teacher of MYP/DP Spanish MT
Bastos, Joana	Teacher of PYP/MYP Portuguese MT
Villagran, Ana	Teacher of MYP/DP Spanish Acquisition
Zilio, Vanessa	Teacher of MYP/DP Portuguese MT
Bouri, Mary	Teacher of MYP/DP Greek MT
Tillier, Naima	Teacher of PYP French MT
Raymond, Anelis	Teacher of PYP/ MYP Spanish Language Acquisition
Panagiota, Yota	Teacher of PYP Greek MT
Himier, NajwaTBH	Teacher of PYP French MT
Escot, Fanny	Teacher of PYP French Acquisition
Erden, Gonca	Teacher of PYP/DP Turkish MT
Rankema, Sandra	Teacher of PYP Dutch MT
Chahrour, Mariam	Teacher of MYP Swedish MT
El Mokadam, Farah	Teacher of PYP & MYP French
Le Gavrian, Anne	Teacher of PYP/MYP French Acquisition
Salmi, Sihame	Teacher of PYP/MYP French Language Acquisition
Gultekin-Gok, Derya	Teacher of PYP/MYP Dutch MT
Karlsson, Asa	Teacher of PYP/MYP Swedish MT
Najm, Nadine	Teacher of PYP German MT
Narayanan, Birgit	Teacher of MYP/DP German MT
Manciagli, Irene	Teacher of PYP Italian MT
Pin, Nadia	Teacher of PYP/MYP Italian MT
Tlekhusezh, Ruzana	Teacher of PYP/MYP Russian MT & ESL
Ustaoglu, Dilek	Teacher of PYP/MYP Turkish MT

2.8 EAL Staff

Name	Position
Valiyev, Samir	Teacher of PYP EAL and MYP ELS, Leader of Learning for EAL/ELS
Masi, Suzanne	Teacher of PYP & MYP EAL
Mirza, Aseela	Teacher of PYP ESL / MYP Performing Arts
Said, Arlam	Learning Support Assistant – EAL

3.0 Inclusion and Student Well-being Staff

Name	Position
Evert, Reinette	Head of Inclusion & Student Well-Being
Petersen, Lone	Primary School Counselor
Hamdan, Nora	Primary School Counselor
Hesiter, Billie Jo	Middle School Counselor
Obaid, Eiman	High School Comprehensive Counselor
Zepeda, Gerry	University / College Counselor
Valiyeva, Natalya	Learning Support Teacher - Primary
Simenson, Mariesa	Learning Support Teacher - Primary
Anne Amisi	Learning Support Teacher – Middle and High School
Delonga, Dragica	Learning Support Assistant - Primary
Thomas, Rinju	Learning Support Assistant – Middle School
Sedano, Marilou	Learning Support Assistant – High School
Khoso, Fariha	Inclusion Assistant
Abdulsalam, Shamna	Inclusion Assistant
Berdonado, Elisa	Inclusion Assistant
Nankabirwa, Sumayya	Occupational Therapist
Suhail, Farzeena	Speech Therapist