

Director of Learning

The ISB Educator Profile

ISB educators embody key attributes integrated with our core values to create a vibrant, inclusive learning community. They are **adaptable** professionals who thrive in dynamic environments, remaining flexible and ready to pivot to meet the evolving needs of our students. As true **collaborators**, they view education as a shared endeavor—actively co-planning, co-teaching, and building strong relationships with colleagues and families. They serve as **optimistic problem solvers** who approach every challenge with a positive outlook, turning obstacles into opportunities for innovation and growth. Above all, their practice is **student-centered**, ensuring that all pedagogical and design choices are rooted in student learning and well-being. Ultimately, ISB educators embody our mission by demonstrating curiosity, courage, and empowerment in their lives, work, and professional growth.

ISB's ideal candidate combines deep subject expertise and strong pedagogy with humility, drive, and a positive disposition for supporting young learners.

We Believe

At ISB, we believe that education is a dynamic, creative, and collaborative human endeavor. Beyond the classroom, our educators support students in co-curricular programming, trips, activities, performances and are available to support and celebrate their growth and development as they strive to reach their full-potential.

Our ideal learning leader is someone who can see what needs to be done and act, who can collaborate effectively, manage people and navigate difficult conversations directly, and who believes deeply in every professional's capacity to grow, while never losing sight of student learning as the top priority. Joining ISB is a unique and exciting opportunity.

Our Learning Program

This is fundamentally a systems role: clarifying what exists, building what's missing, and working in close collaboration with PK-12 leaders to support and codify robust faculty support and development and move ISB toward a genuine one-school experience for students. This work ensures that the ISB learning experience is a true PK-12 continuum: coherent, developmentally appropriate, and responsive, providing support when needed and challenge when needed, all in service of ISB's mission to develop thinkers and doers who are curious, courageous, and empowered to shape what comes next. The Director of Learning improves foundational teaching practices with a clear-eyed recognition that students are dynamic learners and that ISB's faculty care deeply about meeting their needs.

The Director of Learning Position

The Director of Learning reports to the Head of School and sits on the Leadership Team. The role oversees and tracks the schoolwide professional development fund and leads the Learning Design Center (LDC) as ISB's central hub for professional learning, coaching, and data-informed practice, supporting ISB as a professional learning community. Within the LDC sit four core pillars: faculty growth and evaluation, PK–12 curriculum articulation and coherence, a PK–12 coaching model, and research and innovation.

1. Faculty Growth and Evaluation

- Finalize and implement a learning progression for leadership, teacher leadership, and teachers around the new Professional Growth and Evaluation System (year one full roll out to begin January 2028) that deepens understanding, maximizes connection to existing work, and empowers teachers to own their professional growth.
- Hold the PK–12 Professional Growth and Evaluation System accountable for improvement in teaching practice and student learning, not just compliance.
- Ensure the Professional Growth and Evaluation System generates timely, actionable, helpful, and iterative feedback between evaluators, coaches, and faculty.

2. PK–12 Curriculum Articulation and Coherence

- Develop clearly articulated scope and sequence, assessment, and measurable PK–12 learning outcomes.
- Use learning data to identify gaps and redundancies and prioritize where curriculum should evolve.

3. PK–12 Coaching and Professional Growth Culture

- Lead the coaching model to full, consistent implementation across all divisions.
- Use coaching data and faculty feedback to refine the model and sustain a lasting coaching culture with the goal of improving teaching for learning.

4. Research & Innovation

- Develop a culture of research-informed practice across the school, ensuring pedagogical innovation is grounded in evidence and connected to the science of learning.
- Support and document ongoing action research among faculty and teams, providing structure (protocols, time, coaching support) for staff to test new practices in their own classrooms.
- Establish a pipeline for promising pilots so innovation isn't a side project, it's how the LDC's other pillars evolve.
- Collaborate with key partners to explore innovation and continuous improvement, keeping ownership and accountability inside the LDC.

Required Qualifications

- A master's or doctoral level (Ed.D. or Ph.D.) degree in a relevant educational field.
- Minimum 3 years of administrative experience (Principal/Division Director, Learning Leader, or Curriculum Director preferred).
- Proven track record in international and/or independent schools, with a background in teaching, evaluation, and curriculum design.
- Deep knowledge of curriculum and teaching practices grounded in the science of learning.
- Understanding of how student support functions as a vital partner to teaching and learning, ensuring students can access the curriculum and thrive.

Personal Attributes

- **Action-Oriented:** Able to see what needs to be done and acts without waiting to be told.
- **People Management:** Skilled at managing others and having direct, difficult conversations when needed.
- **Growth Mindset:** Believes in a professional's capacity to grow, while keeping student learning at the forefront.
- **Collaborative:** Works closely and effectively with PK-12 leaders and Division Directors as true partners.
- **Flexible & Insightful:** Adapts to shifting needs and reads situations with sound judgment.
- **Curious & Creative:** Brings fresh thinking and genuine curiosity to problems of teaching and learning.
- **Passion:** Loves the work, and brings energy and enthusiasm to a role built for the right person.
- **Future-Ready:** Prepared to lead ISB's research and innovation efforts as they grow and evolve over the coming years.
- **Research-to-Practice:** Able to translate research into practice as a critical consumer of research, and to guide action research within the school.



Application Details

International School Bangkok (ISB) is partnering with TruFit Talent for this leadership search. Interested candidates are invited to apply through TruFit Talent directly by clicking the link below by **October 30, 2026**. Search Associates candidates need **only** apply through Search. Only finalists will be invited to complete TruFit's secondary screening process.

Through TruFit Talent's secondary screening process, applicants will be completing a free profile and leadership scenarios.

To apply, click: me.trufittalent.com/assess/apply/isb-director-of-learning

Compensation and Benefits

ISB provides a highly competitive compensation and benefits package that is commensurate with the candidate's experience and aligned with global international school standards.

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Curious. Courageous. Empowered. ISB.