

Leadership Search



LINCOLN

Middle School Principal Asociación Escuelas Lincoln *Buenos Aires, Argentina*

Application Deadline: May 2, 2021
Start Date: July 1, 2021

ISS is pleased to conduct this full search.
Learn more how ISS works with search committees around the globe to fill leadership positions.
www.iss.edu/services/administrative-recruitment

Introduction

Asociación Escuelas Lincoln is a private, not-for-profit, coeducational day school serving a diverse student body with over 40 nationalities, offering an English-language, North American style educational program with an international curriculum for students from K4 (age 4) through Grade 12. Established in 1936, Lincoln is accredited by the New England Association of Schools and Colleges (NEASC), the International Baccalaureate Organization (IBO), and the Argentine Ministry of Education.

Position Overview

Asociación Escuelas Lincoln American International School has an 85-year history of successfully serving an international population in the beautiful city of Buenos Aires. Today, we are successfully managing the ongoing challenges of the global pandemic while concurrently leading continuous improvement efforts in alignment with a new strategic plan. Our leaders are engaged, connected, and dedicated to impactful leadership during this challenging period in our school's history.

We are now seeking an exemplary instructional leader for our Middle School. This position is open to aspiring Principals who are ready to expand their leadership experiences, as well as to experienced Principals ready for a new challenge.

The ideal candidate will have experience meeting the developmental needs of Middle School students and will enjoy building positive relationships with students, faculty, staff and parents. S/he will skillfully lead a collaborative and dedicated group of educators to meet the diverse developmental and academic needs of Middle School students. S/he will embrace our commitment to diversity and inclusion and will be a strong instructional leader of contemporary teaching and learning practices. S/he will have excellent interpersonal communication skills and collaborative leadership skills. Finally, s/he will work in alignment with our mission, vision and core values, and in collaboration with other Lincoln leaders.

Key Responsibilities

- Lead the Middle School community with confidence, tenacity, and creativity during the current global pandemic
- Establish a strong sense of community and build a positive school culture among students, faculty, staff, and parents by fostering social-emotional well-being and high expectations for learning.
- Organize efficient and effective systems, structures, and resources to ensure a positive impact on learning for the developmental needs of young adolescents.
- Actively lead teaching and learning policies and practices in the Middle School, in alignment with our new Definition of Learning and Attributes of a Lincoln Learner including contemporary instructional practices for diverse learners, assessment that improves learning, standards-based reporting, integrating technology to amplify learning, and valuing academic and non-academic areas of learning.

- Design and implement inclusive practices for all students, in collaboration with other school leaders and in alignment with national regulations.
- Intentionally build respectful and reciprocal partnerships with parents and families and work closely with others to support prospective and incoming families.
- Guide the future of learning at Lincoln by inspiring innovation, collaboration, creativity, giving students a voice, and providing opportunities for ownership of learning
- Recruit, develop and retain high quality faculty and staff who contribute to continuous school improvement
- Establish meaningful connections with other divisions of the school as well as in the local and global arena through positive relationships, effective communication, and an active presence on social media

Qualifications and Experience

- Dynamic, collaborative and self-aware leader with prior school leadership experience
- Advanced graduate degree required; administrative certification desirable
- Spanish-speaker or willingness to learn Spanish
- Experience living in a multi-cultural environment and working with a diverse community
- Contemporary knowledge of current educational best practices with a solid understanding of and passion for the developmental needs of Middle School students
- Well informed about inclusive practices for students with diverse learning and language needs
- Effective facilitator of adult learning and leader of professional development
- Excellent interpersonal, communication, and presentation skills
- Open-minded, flexible, creative, solution finder
- Able to bring grit, empathy, and humor to difficult situations

Salary & Benefits

Salary highly competitive based on years of experience.

Benefits:

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| • Maximum of 8% of matching retirement plan. | • Arriving and departure cost including shipping and visa documentation. |
| • Housing Allowance | • Life insurance |
| • Cost of living allowance | • School assigned vehicle |
| • Annual home trip airfare | • Tuition waiver for dependents |
| • Health insurance | • Lunch on campus |

Application instructions found on the final page of this announcement.

Mission, Character Standards, and Belief Statements

Mission

We inspire and challenge all of our learners to be kind and ethical members of a global community. We empower them to develop into self-aware, confident, innovative, and collaborative change-agents committed to honoring diversity and enhancing their world.

Values and Character Standards

We are...

- Open
- Fair
- Reflective
- Compassionate
- Resilient
- Committed to Integrity.



Belief Statements

We believe our community is at its best when we:

- Respect and care for ourselves and others;
- Learn with joy and purpose;
- Place inquiry at the center of our learning;
- Create opportunities for individual growth and reflection;
- Instill cultural competence;
- Make socially and globally responsible choices, and
- Are guardians of the environment

The School

Academic Program

We have defined what we believe high quality learning looks like at our school.

Learning is the intentional process of making sense of the world through exploration, expression and reflection. The journey of lifelong learning is transformative, inspires action and opens new pathways.

We hold this definition of learning in mind as we seek to continually improve our academic program. Learning is about making sense of the world, therefore it is important for our academic program to intentionally present opportunities for students to explore, express themselves, and reflect upon their actions and results. Thus, Lincoln students learn through a lens of inquiry, bringing their curious minds to investigate the disciplines of Language Arts, Math, Science, and Social Studies as well as Spanish, Visual Art, Music, Drama and Physical Education. Aligned with the US Common Core stand-

ards, each subject has various units of study or courses designed to engage students to become life-long learners. The requirements of the local national program are embedded within our curriculum and Spanish is taught at all grade levels. The International Baccalaureate (IB) diploma is also offered in the High School, providing the opportunity for students to graduate with three diplomas - a US High School diploma, an International Baccalaureate Diploma and the Argentine diploma.

The School is organized into three divisions - Elementary, Middle, and High School, each one grounded in the developmental needs of their respective age bands. We are building a long-term commitment to becoming an inclusive school and serving a managed number of students representing the full range of learning differences and language diversity. We offer an array of Student Support Services to assist students needing specialized help as well as support for beginning and intermediate English language learners. We have a robust counseling program in each division, as well as a college counseling program in the High School. Attention to physical, social and emotional well-being is valued across the School with many opportunities for wellness.



Students bring their own devices beginning in Grade Five, while in younger grades we provide ipads and other tools to encourage responsible digital citizenship as a strong component in every classroom. We design opportunities to explore and apply technology within engaging, authentic learning experiences. Our Information Literacy and Design department has a growing set of courses across the school including our product design and fabrication program, robotics, film animation, multimedia graphics and digital applications.

Lincoln offers a strong arts program, with classes in general music, band, visual, and performing arts, and dedicated artists and musicians as teachers. Students discover and explore their talents and develop and hone their skills. Culminating performances and exhibitions provide a platform for students to excel.

All students are encouraged to participate in the school athletics and activities after school program. The opportunity for participation in activities is a vital part of the student's educational experience. Such participation is a privilege and carries with it responsibilities to the school, to the activity and to the students themselves. The athletic program includes the following sports - soccer, volleyball, basketball, swimming, track and field. High School and Middle School sports teams participate in local competitions and international tournaments. An inclusive approach of participation, skills, sportsmanship and friendly competition is the focus of Lincoln's athletics program. We also offer an extensive after school activities program. Among the extracurricular activities offered are tennis, ballet, jazz, soccer, swimming, Taekwondo, volleyball and basketball, dance and gymnastics.

Academic Calendar

The school year begins in early August and ends in mid-June with a 6-week summer break from mid-December to the end of January to align with the southern hemisphere climate. We also have a winter break from mid-June to late July. Within this calendar, the year is divided into two semesters and we align with all local official holidays.

Students

In the 2020-21 school year, enrollment is 558 (K4-Grade 5: 236; Grades 6-8: 128; and Grades 9-12: 194). Of the total, 121 are U.S. citizens, 135 are host-country nationals, and 302 are third-country nationals representing 46 other countries. Of the U.S. enrollment, 37 are dependents of U.S. government direct-hire or contract employees, and 84 are dependents of other private U.S. citizens.

Faculty

In the 2020-21 school year, there are 122 full-time and 7 part-time faculty members, including 50 U.S. citizens, 54 host-country nationals, and 25 third-country nationals.

Professional Development

We offer extensive opportunities for professional learning in a variety of formats, including visiting consultants, attendance at regional and global conferences and institutes, online, local and in-house opportunities, based on identified strategic professional development plans.

Governance

The Board of Governors is composed of 13 members who meet monthly and are involved in various Board committees. The US Ambassador appoints a member of the embassy staff to serve on the Lincoln Board while the rest of the Board are appointed parents and alumni, some representing private companies or international non-governmental organizations. Board members are responsible for fiduciary oversight, which focuses on managerial fidelity to the mission of the school, strategic oversight, which addresses the alignment of internal capabilities with external opportunities, and generative oversight, which focuses on long-term strategy that guides the future direction of the school.



Campus, Community, & Location

Campus and Facilities

The Elementary and Middle Schools are housed in two adjacent buildings that include 70 classrooms and a library, as well as a maker space, and art room for each school. The High School has 27 classrooms, an Aula Magna theater, a library, science labs, computer labs, music rooms and an art center. Additional school facilities include a Wellness and Health Center, playgrounds, sports fields and an athletic track, a cafeteria, a theater, an auditorium, and a covered swimming pool. The gym has a professional basketball court with retractable bleachers, a fitness center, offices, changing rooms, and an underground parking lot with an 80-car capacity. In the center of campus is The Mansion, a landmark historic building that houses several administrative offices, including the Office of the Superintendent, Office of Admissions and Office of Marketing and Communications.

Community

Parents at Lincoln (PAL) is a group of parents from all around the world, passionate about contributing to Lincoln and its community. The PAL Board is an engaged group of parent leaders who organize a number of events each academic year to welcome new parents into the school and orient them to life in Buenos Aires. They also organize a number of events throughout the school year, including the very popular International Day, which raises money for both the school and the wider community. PAL also has a number of clubs and committees such as the Knitting Club, Toddler Group, Book Club, Info Talk, and Cultural Tours. The incredible dedication and creativity of our parents are unique strengths of our Lincoln community.



Location

Lincoln's campus is located on the bank of the Río de la Plata, in a peaceful neighborhood just a few minutes away from the city of Buenos Aires, one of the largest Metropolitan cities in South America. During weekends you will always find the plazas filled with people, friends and families drinking mate, playing soccer, or just enjoying a good book. Buenos Aires is packed with cultural events: public art, theatre and musical performances are a popular pastime. With such a vibrant city at the tip of your fingers, there is always something fun to do.

Fast Facts

Year Established	1936
Accreditation Agency	New England Association of Schools and Colleges
School type	Coeducational, Day, Private, Non-Profit, K4 to Grade 12
Language of Instruction	English
Tuition (2020-2021)	US\$ \$14990 - \$30960 (Fees one time: \$12000, annual: \$2678 - 3096)
Total Enrollment	558
Elementary School Enrollment	236
Middle School Enrollment	128
High School Enrollment	194
Average % Home Country Nationals	25%
Student Age Range	4 to 18 years
Student to Teacher ratio	6:1
Percentage of Annual Student Turnover	20%
Number of Faculty	122 full-time and 7 part-time
Percentage of Annual Faculty Turnover	14%
Number of Board Governors	13
Annual Operating Budget	\$16.2 million



Application Instructions

Effective Date: July 1, 2021

Application Deadline: May 2, 2021

ISS Vice President for Administrative Searches & Governance Services, Dr. Beth Pfannl, will serve as the lead consultant for Asociación Escuelas Lincoln Middle School Principal search. She will be assisted by Ms. Ashley Wotowey and other members of the ISS staff.

Interested applicants should submit in **one PDF document** a cover letter stating how their experiences qualify them for this position, a complete resume (please do not send a resume that has your photo*), and a list of references with contact details to execsearch@iss.edu. You will be contacted by Ashley Wotowey regarding the next steps.

Our considerations:

- International Schools Services (ISS) is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Hiring is contingent upon a successful background check.

Applicants are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible, as International Schools Services (ISS) and Asociación Escuelas Lincoln reserve the right to close the selection process at any time.

* ISS is committed to "Making a World of Difference" in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. One of our commitments is to remove photos in recruitment files. You can read more about our commitments here: <https://www.iss.edu/what-iss-will-do-now>.