



## **Lower School Principal: Job Advert**

*March 2024*

### **The Position**

The Lower School Principal is responsible for the day-to-day operation of the Lower School (Early Primary - Grade 5) and the delivery of high-quality teaching and learning that aligns with the International Baccalaureate (IB) PYP Framework. The Lower School Principal serves as the instructional leader and has also served as the school's PYP Coordinator\*. This is a pivotal leadership role in the school and one given a great deal of agency and latitude.

Your job will be to provide leadership, to effectively manage, and to nurture an environment to support the educational development of students, the professional development of teachers and teacher assistants and to promote parent and community engagement. The students in your care should be ready to leave Grade 5 and move into our MYP programme with the foundation and skills to become active learners who promote positive change in the world, in alignment with our school's Mission and Vision.

The Lower School Principal reports to the Director and is a member of the school's Leadership Team.

\*It is possible that, for the right fit, the PYP Coordinator's role could be separated from the Principal's role.

### **The Context**

The Thuringia International School is a K-12 IB World School in the beautiful German state of Thuringia. Our school is a modern, Bauhaus inspired collection of buildings in the historic city of Weimar. Located just 2 km from the city centre which was home to Goethe, Schiller, Liszt, Klee, Kandinsky and Walter Gropius, the eponymous head of the Bauhaus University. Weimar is within easy reach of Leipzig, Berlin and Prague and is a very liveable and culturally rich city surrounded by some of eastern Germany's most attractive walking, biking and wine growing regions. This is a remarkable school for teachers and teaching couples early in their careers and for those with families looking for a home with a heart. We are a smaller school that believes in talking to and knowing each other, in making connections and in collaborating with those in the building and in our vibrant city. Weimar itself has a population of 65,000 and sits halfway between the cities of Erfurt, the state capital, and Jena. Together these three cities form the central metropolitan area of Thuringia, with approximately 500,000 inhabitants.

Our current Lower School Principal has been in post for four years and a member of the This team for 17. She is taking on a leadership position at an IB Continuum School in the UK. Our Leadership Team is made up of the school's Director, the Lower and Upper School Principals, The Business Manager and the Admissions Coordinator who serves as the secretary to the team as well as the Board.

## **Qualifications and Experience**

The Lower School Principal shall possess the following qualifications and/or experience:

### **Essential**

- A degree and teaching qualifications recognized by the State of Thüringen's education authorities.
- At least five years of Lower School teaching experience.
- Experience in a school leadership position.
- Experience of leading staff toward instructional improvement and conducting staff development.
- A portfolio of continuing professional development.
- Ability to speak and write fluently in English and to speak to the audience in front of you, whether it is Grade 1 students, their teachers and teaching assistants or their parents.

### **Preferred**

- A Masters degree in the field of education or educational leadership.
- Experience working with the IB PYP.
- International work experience and profile.
- The ability to communicate in German.

### **Personal Attributes and Characteristics:**

- A role model to students and teachers alike who holds themselves and others to high standards.
- A lifelong learner who reads, questions and is prepared to experiment to meet the needs of their students and teachers.
- Able to establish and maintain effective working relationships with a diverse and engaged community.
- Committed to THIS's Mission and Vision, focusing on motivating, nurturing, and challenging students to become academically capable, globally-minded, and socially responsible individuals.
- Collaborative, outward mindset, with a focus on student and staff growth and success within the framework of the IB programmes and our Mission and Vision.
- Positive, compassionate attitude, a continuing willingness to develop professionally, and the capacity to be reflective and coachable.
- Empathy, self awareness and a high degree of professional integrity.
- Willingness to engage with the THIS community, including attendance at school functions and trips that occasionally occur outside regular school hours.
- Cultural sensitivity and promotion of inclusion and diversity in the classroom and the community.
- Courageous, responsible and reliable. Able to respond to what is happening around you and take action. Someone who feels a sense of custodianship for the school.

### **Core Responsibilities**

You are responsible for the overall achievement, welfare and conduct of students and staff in the Lower School. You should be a visible presence in the classrooms and corridors so that you know and understand what is happening in the Lower School and can credibly respond to anything brought to you by students, staff or parents.

- Coordinate and supervise all activities and programmes in grades Early Primary (EP) to Grade 5.
- Evaluate the implementation of programs from EP to Grade 5 and provide professional support as needed.
- Regularly evaluate the performance of Lower School staff and provide or identify opportunities for improvement. Take the lead on Lower School continuing Professional Development.
- Act to promote and maintain strong parental and community connection and involvement in the Lower School.

- Participate in the admissions process of Lower School students and families.
- Support efforts to market the school in the wider community.
- Monitor and manage the Lower School educational budget.
- Serve as a member of the school's Child Protection team.

If PYP Coordination is part of the job: Actively work with the IB MYP and DP coordinators to develop a horizontally and vertically articulated and delivered curriculum.

**Benefits:**

- Living and working in one of Germany's most beautiful small cities.
- Membership of a dynamic and innovative educational environment where students and staff are motivated, respected, and challenged to make a positive impact in the world.
- Competitive salary and benefits package, including medical, German pension and schooling for two children (taxable benefit). The cost of living and transport is relatively low in the region.
- Opportunities for professional development and growth within the IB framework, through AGIS and in alignment with the school's Mission and Vision.

THIS is committed to providing equal employment opportunities and fostering diversity in the workplace. We encourage qualified individuals from all backgrounds to apply for this position.