



STONYHURST
INTERNATIONAL SCHOOL
PENANG

Information pack for the position of

Founding Principal

Stonyhurst International School
Penang, Malaysia



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Introduction to Stonyhurst College United Kingdom

Stonyhurst College is the UK's leading co-educational Catholic boarding and day school, with over 425 years of history, set in a magnificent grade I listed building.

The College has a long history of nurturing men and women of individuality, generosity and service. Leaders in public life, academia, business, war heroes, politicians, rebels, writers, scientists, and actors number among the former pupils, a testimony to the capacity of a Jesuit education to foster individual gifts and talents. Our motto 'Quant Je Puis' (as much as I can) remains for us an overarching principle.

Pupils from Stonyhurst routinely attend some of the best universities in the world. With a high number of students going onto Oxford, Cambridge, Russell Group Universities in the UK and leading universities in the United States, Germany, France, Spain and Hong Kong.

Stonyhurst is a school which constantly looks to innovate and use its history and traditions as a lens on the present and the future. The opening of Stonyhurst International School Penang will mark one of the most exciting and significant developments in our 425 years of history and we look forward to welcoming our first pupils.

At the heart of everything we do is delivering an exceptional education for our pupils and ensuring that their formation, both inside and outside of the classroom, is the best in the world. We empower them to be the best that they can be, shaping leaders of the future.

The Ignatian values upon which Stonyhurst was founded in 1593 continue to underpin everything we do today. Stonyhurst pupils are encouraged to involve themselves fully in the opportunities offered to them. Living in a supportive and diverse community, they are helped to develop those qualities of character that will distinguish them in later life as men and women for others. An Ignatian school provides a foundation for such a life, an education that nurtures individuality and encourages generosity. It is a springboard to a life of purpose.

We achieve high academic results, have exceptional pastoral care, and offer an extensive range of co-curricular activities. The pupils in our care are given the individual attention, resources and space in which to grow intellectually, spiritually and emotionally.





An Ignatian School

The Ignatian tradition of education was established nearly 500 years ago by St Ignatius of Loyola, the founder of the Society of Jesus. The Ignatian educational journey aims to develop people of conscience, competence, compassion and commitment who strive to build a better world. Forming intellectually competent, good and virtuous young people through education has been the work of Ignatian schools since 1548.

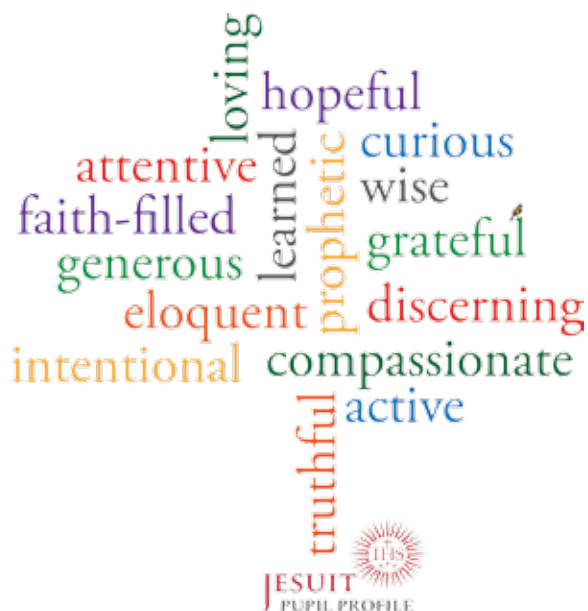
Throughout the world we have consistently produced the best and brightest in fields as diverse as literature, politics, science, sport and business, and even more importantly developed people able to 'set the world on fire' (St Ignatius).

The Jesuit Pupil Profile

The Jesuit pupil profile has its roots in the gospel of Jesus Christ and the spirit of St Ignatius Loyola (1491 -1556), founder of the Society of Jesus and Jesuit schools, who developed a pathway to God and to human fulfilment.

The pupils at Stonyhurst International School Penang will strive to be:

Grateful for their own gifts, for the gift of other people, and for the blessings of each day; and generous with their gifts, becoming men and women for others.



<http://jesuitinstitute.org/>



Attentive to their experience and discerning about the choices they make and the effects of those choices.

Compassionate towards others, especially the less fortunate; faith-filled in their beliefs and hopeful for the future.

Eloquent and truthful in what they say of themselves, the relations between people, and the world.

Learned, finding God in all things; and wise in the ways they use their learning.

Curious about everything; and active in their engagement with the world, changing what they can for the better.

Intentional in the way they live and use the resources of the earth, guided by conscience; and prophetic in the example they set to others.

As an Ignatian school the Jesuit Profile is at the centre of all that we do and is the foundation that Stonyhurst International School will be built upon. It reflects our beliefs and values and will define Stonyhurst International School Penang as an institution.



An introduction to Stonyhurst International School Penang

Stonyhurst International School Penang is a coeducational day and boarding school for pupils from 3 years to 18 years from all religious denominations and secular belief systems. At capacity the school will cater for 1200 students.

The school is in an outstanding location nestled in one of the most prestigious neighbourhoods on Penang Island with direct ocean frontage and featuring world class educational facilities.

We are the only truly values based international school in Penang and are focussed on not only achieving the best possible academic outcomes for our students but also developing pupils that are critical thinkers, problem solvers and most importantly have a genuine sense of compassion for others.

Stonyhurst International School Penang offers a truly unique educational experience for students through our deeply personalised learning, coaching, advisory and counselling programmes. The organisational structure of our school allows us to allocate students an individual learning coach and mentor that will guide them through their entire learning journey with us.

Students will be offered explicit opportunities to work alongside both older and younger students as part of their coaching group, developing a genuine sense of cohesion and friendship between our senior and junior students.

All of our students will undergo coaching and advisory training and take an active part in mentoring students across the school.

Our partnership with Stonyhurst College, United Kingdom allows us to provide students with unrivalled pathways into the very best universities worldwide.

A school reflecting Malaysian and Asian Values

While Stonyhurst International School Penang is based on 425 years of history and educational expertise we are a community based school and as such immersing our pupils in and reflecting wider Malaysian and Asian values is key to our mission.

Malaysia has a rich multicultural tradition and a diversity of ethnic and religious beliefs. We aim to ensure that all pupils have the opportunity to celebrate the religious and ethnic diversity that makes Malaysia a truly special place. Our pupils will learn from each other, develop mutual respect and celebrate diversity through a range of school and community events and celebrations.

Our values are based around ensuring that all pupils experience the very best of British education while retaining a clear understanding of their own cultural and ethnic identity.



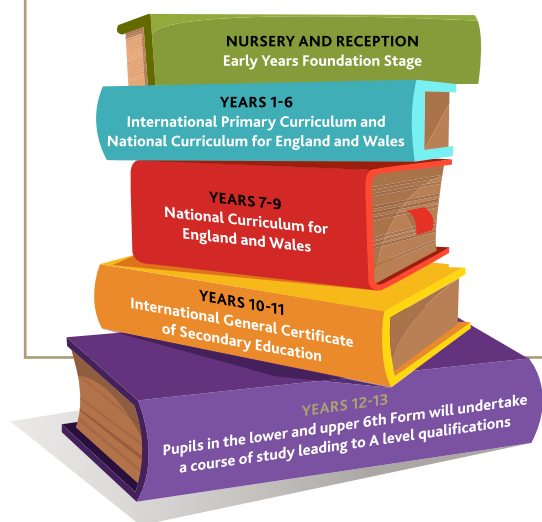
Curriculum Framework

ACADEMIC / CURRICULUM PATHWAY

Stonyhurst International School Penang will be focussed on achieving the highest possible academic outcomes for our pupils.

We aim to establish a close partnership with parents; we understand that the partnerships we develop with parents play a critical role in achieving the very best possible outcomes for the children in our care.

Teaching at Stonyhurst centres on the individual and encourages pupils to study independently and to think for themselves. Small classes and exceptionally good teacher-pupil relationships enable pupils to learn at their own pace, developing their talents to the full.



The Early Years Foundation Stage

Every child deserves the best early years education. Our foundation stones of learning are put in place by inspiring caring and experienced teachers in a wonderful setting.

The Early Years curriculum provides limitless opportunities and conditions for each student to flourish in all aspects of their development. It provides a balance across all areas of learning and values each child's efforts, interests and culture. It empowers children to be the best they can be, and embraces the diversity that will be at the centre of our school community.



Key Stage 1 (Years 1 and 2)

The Junior School provides a broad and balanced curriculum and pursues excellence in both learning and teaching.

Within a first-class learning environment our teachers inspire and encourage our pupils to fulfil their intellectual, creative, emotional, physical and moral potential.

Years 1 and 2 are a busy and exciting time in a child's learning journey. Children begin to build a wider knowledge and skills base, and start to explore and develop a range of learning styles.

During this two-year period there is a focus on the core subjects of English, Mathematics and Science, alongside an increased emphasis on the International Primary Curriculum.



Key Stage 2 (Years 3 to 6)

Throughout Key Stage 2 students are developing their independence and sense of responsibility as they gradually prepare for the transition into Secondary School.

In Year 3 students enter into our individualised mentoring and coaching programme. They will be assigned a learning coach that will work alongside them through the remaining years at Primary School and prepare them for the transition to Secondary School.

During this four-year period, there is a focus on the core subjects of English, Mathematics and Science. Students continue to access the International Primary curriculum at an increasingly deeper level.

Assessment is carried out informally through feedback from the teacher and peer editing, as well as formally through integrated progress checks and examinations at the end of each academic year.

MILEPOST 1

YEARS 1 AND 2

The International Primary Curriculum

MILEPOST 2

YEARS 3 AND 4

The International Primary Curriculum (IPC) is a comprehensive, thematic, creative curriculum for 5-11 year olds, with a clear process of learning and with specific learning goals for every subject, for international mindedness and for personal learning.

MILEPOST 3

YEARS 5 AND 6

The IPC has been designed to ensure rigorous learning but also to help teachers make all learning exciting, active and meaningful for children. Learning with the IPC takes a global approach, helping children to connect their learning to where they are living now as well as looking at the learning from the perspective of people in other countries. The IPC is used by schools in more than 92 countries around the world.

The IPC structure is divided into three mileposts where all of the themes are mapped out individually.



A photograph of two young students, a girl and a boy, both wearing white lab coats. The girl is in the foreground, looking through the eyepiece of a light microscope. The boy is behind her, also looking down at the microscope. They are both smiling and appear to be engaged in a science experiment. The background is blurred, showing a classroom or laboratory setting.

Years 7 to 9

The Key Stage 3 curriculum will be based on the National Curriculum for England and Wales, but modified to reflect our international context.

Through a broad curriculum, students will be able to practise and refine their collaborative, communicative, creative, reflective, independent, questioning and research skills through an enquiry-based approach to learning.

Underpinning all aspects of the curriculum is our unique individual coaching and mentoring programme. Your child will be allocated a member of staff as a personal coach who will meet with them individually and guide them as they move through the Key Stage.

The IGCSE

Cambridge IGCSE is the world's most popular international qualification for 14 to 16-year olds. It is recognised by leading universities and employers worldwide, and is an international passport to progression and success. Developed over 30 years ago, it is tried, tested and trusted by schools worldwide.

IGCSE (International General Certificate of Secondary Education) is a two-year programme leading to externally set, marked and certificated examinations from the University of Cambridge.

The IGCSE years set a strong foundation for all students hoping to maximise their academic achievements, whilst taking their first step towards choosing a potential career.





The Sixth Form

Upper and Lower Sixth Form students at Stonyhurst are the leaders of the school community and are expected to uphold extremely high expectations.

Service to others is a key foundation on which a Ignatian education rests and our students will be actively involved with a range of projects both within the school and in the wider community. In the Sixth Form students will study towards their A Level qualifications.

At Stonyhurst International School Penang we will provide differentiated individual support to each student to ensure their success, both within school and beyond, and provide highly specialised College counselling services to ensure that students gain entrance to the university best suited to their needs.

Sixth Form students at Stonyhurst International School Penang will be involved with a wide range of extra curricular activities, work with the outside community and will take an active part in guiding and mentoring younger students at the school.

The Role – Principal, Stonyhurst International School Penang.

The Governors of Stonyhurst International School Penang are seeking to recruit a Founding Principal to take on the role no later than September 2019. They seek to recruit someone who has the expertise, innovation and drive needed to lead Stonyhurst International School in Penang successfully and to develop a thriving, stimulating and happy learning environment for the pupils.

The Principal will be accountable to the Governors of Stonyhurst International School Penang for the day to day running of the School. He or she will work alongside the Board of Governors of Stonyhurst International School Penang and Stonyhurst College UK to recruit and develop a strong Senior Leadership Team to work with collaboratively in delivering the new school's shared objectives.

In addition to the strategic and operational leadership of the school, the Principal will be heavily involved in the marketing of the school and developing links with the local community. The Principal will work alongside the architectural and consultancy team to manage all aspects of the development of the new campus.

The successful candidate will be supportive of the Ignatian ethos of the school and of the founding school's pedagogy and educational priorities.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Provide strategic leadership to the school

- Develop and implement the strategic vision for the school, analyse future plans and goals and work with the Governing Body to develop the school's strategic direction in-keeping with its Ignatian identity and mission.
- Develop curriculum frameworks with Stonyhurst College around the Jesuit Pupil Profile and to ensure that key aspects of the school both strategic and operational reflect this.
- Ensure that Stonyhurst International School Penang is a school which prepares its pupils for academic success and the working world afterwards and to be men and women for others, contributing generously to the common good.

Promote and market the school

- Actively promote and market the school both nationally and internationally.
- Cultivate excellent relations with feeder schools, protecting and enhancing the reputation of Stonyhurst International School Penang and Stonyhurst College, UK.
- Make good connections with parents and prospective parents.

Provide leadership in teaching and learning

- Provide professional leadership for the school, ensuring its success and the highest quality of education for its pupils.
- Develop and sustain effective teaching and learning throughout the school, monitoring and evaluating its quality to ensure the highest standards of pupil achievement and development.

Oversee Safeguarding and pastoral care and the life of the school

- Ensure high standards of Safeguarding and pastoral care throughout the school, monitoring and evaluating pupils' development.
- Take a full and active interest in the wider life of the school and its extra-curricular provision.
- Lead and promote the school's Ignatian ethos.
- Take ultimate executive responsibility for the provision of boarding at Stonyhurst International School Penang.

Lead and manage staff

- Provide inspirational, motivational leadership and empowerment to all staff.
- Manage the Senior Leadership team in an enabling way.
- Support and challenge staff, ensuring that all staff have the opportunity for targeted and effective development.

Efficient and effective deployment of resources

- Deploy resources efficiently and effectively to meet the objectives of the school's strategic plan, taking account of its financial position.

Accountability and relationships

- Be accountable to Governors for delivery of the above, working closely with the governing body, senior managers and other colleagues and bodies to achieve the school's goals.
- Work closely with the Headmaster and Director of Strategic Development at Stonyhurst, UK and the Stonyhurst Executive Team to ensure seamless coordination between Stonyhurst International School Penang and the founding school, Stonyhurst College, UK.
- Build strong, positive relationships with parents and pupils.
- Continue to support and develop, where appropriate, relationships with the Stonyhurst College and its global alumni and other stakeholders.

Ensure Stonyhurst International School Penang, is committed to best practice in safeguarding the welfare of its pupils.



Personal Specification

Knowledge and experience

- Proven leadership and management experience at a senior level in education, and potentially experience of successful leadership in high performing International Schools.
- A proven commitment to high standards and continuous improvement of teaching, learning and pastoral care.
- A successful track record of marketing within an educational context.
- An in-depth knowledge of current educational practices and issues.
- Start-up school experience
- Experience of financial management and budgeting; estates management.
- Strong academic credentials.
- Knowledge of, and a commitment to, best practice in safeguarding the welfare of pupils.

In addition, the ideal candidate may have the following:

- Strong pedagogical understanding and knowledge, preferably including experience in leading International Schools which offer the National Curriculum for England and Wales and the International Primary Curriculum.
- Relevant postgraduate professional qualifications, with evidence of ongoing professional development.

- Experience of leading the development of a new International School campus, preferably within a South East Asian context.
- Experience with school accreditation systems including the Council of International Schools and the Independent Schools Inspectorate, and a proven ability to lead schools through inspection to successful accreditation.
- A high degree of cultural competency and experience developing relationships in an Asian setting.
- Proven experience of strategically creating, leading and implementing successful school improvement plans.
- Proven experience of sound financial management and budgeting, and the ability to work with a range of diverse stakeholders including educators, investors and business people.
- High level proficiency in and knowledge of ICT.
- Outstanding interpersonal skills, as well as excellent written and oral communication skills.
- An outward-looking, open personality, showing diplomacy, persuasiveness and capability of inspiring trust in people from a wide variety of backgrounds.
- Excellent managerial skills and experience, with a responsive and flexible working style.
- Maturity of judgement, resilience, integrity, and personal presence.

Personal Attributes

- A collegiate and collaborative approach, combined with a willingness to work in a hands-on way as the leader of a high-performing senior leadership team.
- The ability to think innovatively and strategically.
- Personal charisma, dynamism, energy and enthusiasm, with the ability to motivate, influence and inspire staff, pupils and parents.
- A supportive leadership style which is personable, approachable and tactful.
- Ambassadorial skills and the ability to build relationships with a wide range of people.
- The ability to create a culture in which people can be creative and innovate, whilst respecting tradition.
- Strong marketing skills and an understanding of fundraising.
- A focus on excellence.
- A commitment to the diverse needs of children, and an appreciation of the wide range of talents in a school community.
- Excellent judgement; clear, concise and able to make decisions.
- The strength of character to deal with the pressures of leading a school.
- An understanding of and sympathy with the school's Ignatian ethos.

TERMS OF APPOINTMENT

Salary

The position will be demanding and carry a great deal of responsibility. Consequently, the package available to successful candidates will be generous and commensurate with the importance of the role and the successful candidate's experience.

A housing allowance, or housing, will be provided for the successful applicant, along with medical insurance, airfares for the Principal, spouse and dependants and fees remission for dependent children.

The post will be offered subject to satisfactory references, a medical examination and an enhanced Disclosure and Barring Service check.

To Apply

Prior to application please carefully review the information pack. Applications should clearly detail how you meet the personal and professional specifications required for the position and contact details of your referees. Applications should be submitted via the TES online application.

Closing Date

The closing date for applications will be 7th February 2019 with first interviews planned for 4th March and final interviews w/c 18th March.

Please note that the final stage may require travel to Penang w/c 18th March so applicants must ensure they have a valid passport and are able to travel at that time.

The Headmaster is happy to have informal discussions with potential candidates who are interested in this role. To schedule an informal discussion with the Headmaster please contact Roxanne Taylor at R.Taylor@stonyhurst.ac.uk



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As Much as I Can

One of the world's great schools since 1593