



北京顺义国际学校
INTERNATIONAL SCHOOL OF BEIJING



Brief for the appointment of

Director of Learning

For July 2026



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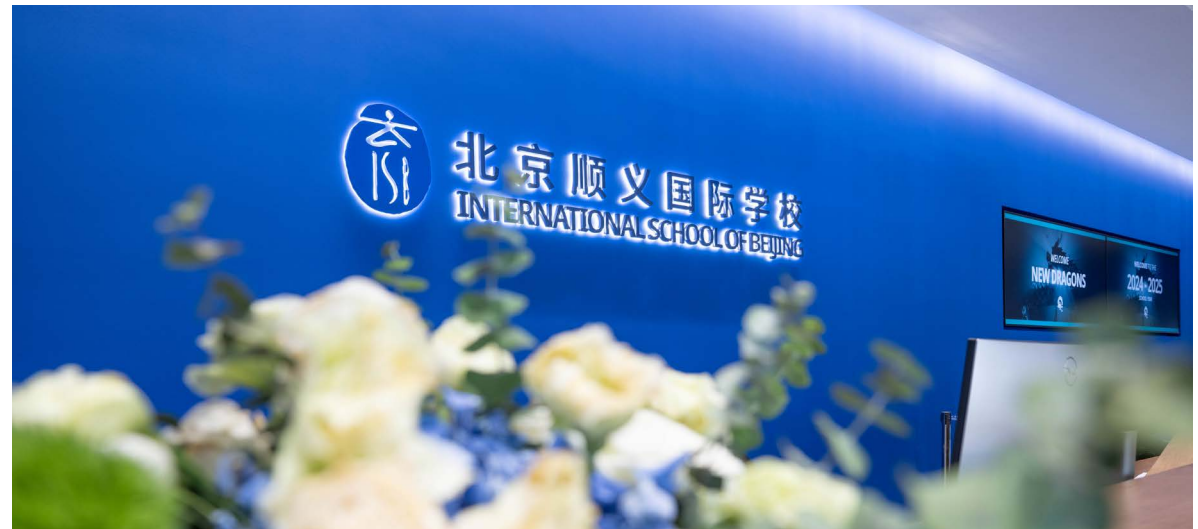
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ABOUT INTERNATIONAL SCHOOL OF BEIJING

As Beijing's first international school, the International School of Beijing (ISB) has upheld a tradition of excellence since its founding in 1980. Operating as a non-profit institution, ISB combines a research-driven approach to education with world-class facilities on a beautiful campus, empowering students to thrive and discover their passions.

From early years through Grade 12, ISB students experience joyful and challenging learning every day. They graduate as socially and emotionally healthy individuals, well-prepared to succeed wherever in the world their ambitions take them.



Six characteristics make ISB the leading international school in Beijing:

1. A defined curriculum that prepares students for life after ISB.
2. Graduates who matriculate to world-class colleges and universities.
3. A rich and diverse co-curricular program to support students' passions.
4. Facilities that are intentionally designed to meet the needs of all who join the community.
5. An extensive student support network with school counsellors and a dedicated college and careers counseling team.
6. A diverse community ready to welcome new families to Beijing.

ISB History

In its earliest days, ISB comprised just eight students and two qualified teachers, operating from a corridor within a diplomatic apartment compound. In 1980, as diplomatic

communities in Beijing began to grow, the U.S. Embassy joined with the British, Australian, Canadian, and New Zealand embassies to formally establish ISB.

Institutional Milestones of ISB

- **1980** – The International School of Beijing (ISB) was formally established by five founding embassies: Australia, the United Kingdom, Canada, New Zealand, and the United States.
- **1988** – ISB relocated from its original premises at the U.S. Embassy to the Lido campus.
- **1991** – ISB became the first educational institution in Beijing to offer the full International Baccalaureate (IB) Diploma Programme.
- **1993** – The school celebrated the graduation of its inaugural senior class, comprising five students.
- **2002** – ISB moved to a newly constructed, purpose-built 13-acre campus located in the Shunyi District.
- **2013** – Completion of a state-of-the-art sports facility enhanced the school's athletic infrastructure.
- **2014** – The Futures Academy was established within the Middle School to foster innovative and interdisciplinary learning.
- **2016** – A Dual Language Program was launched in the Elementary School, promoting bilingual proficiency.
- **2020** – ISB inaugurated several new facilities, including: Elementary School Science and Theatre spaces, Middle School/High School Performing Arts Centre, Early Years Learning Centre, Middle School/High School Design Centre.
- **2020-2021** – The school adopted a refreshed Mission and Vision and commemorated its 40th anniversary.
- **2024-2025** – ISB launched its Early Years 2 Program, expanding its early childhood education offerings.

ISB Identity

At ISB, *Dragon Spirit* is more than a symbol – it is the heartbeat of the community. It represents the values, resilience, and shared identity that unite students, staff, parents, and alumni. Rooted in joy, challenge, togetherness, and success, Dragon Spirit reflects the core pillars of ISB's educational philosophy and the essence of what it means to be part of this extraordinary school.

ISB's Vision – *Empowered with Purpose and Compassion* – is lived out daily through Dragon Spirit. It inspires a culture where students are encouraged to honor differences, learn joyfully together, and empower one another with empathy and intent. This spirit fosters a deep sense of belonging that transcends the walls of the school and connects the ISB community across the globe.

The school's Mission – *An inspiring international community in Beijing, where thinkers and leaders find their place in the world and serve others* – is brought to life through strong relationships, high expectations, and a commitment to both challenge and joyful learning. ISB provides the freedom to explore, ensuring that every student can pursue their passions and achieve remarkable outcomes.

ISB is not just a place to enroll for a world-class education – it is a home away from home. It is a warm, inclusive environment

where international families find a supportive network of like-minded individuals. The school is intentionally designed to promote diversity, well-being, and robust support, ensuring that both students and staff are socially and emotionally thriving.

Whether in the classroom, on the stage, or beyond the school gates, Dragon Spirit is a shared ethos. It connects generations of ISB students, staff, and families, shaping a community of thoughtful, compassionate global citizens who are ready to make a difference.



World-Class Facilities

The 32-acre campus in the Shunyi District, close to popular expat residential compounds, features superb facilities, including:

- A 665-seat sports stadium, including a running track and rugby pitch.
- Twelve state-of-the-art science labs and a student cooking lab.
- Four fully equipped gyms (one with a climbing wall).
- An aquatics center with a 25-meter pool and diving boards.
- Two full-sized turf soccer fields.
- Baseball and softball diamonds.
- Two library-media centers with more than 82,000 volumes and over 160 magazine subscriptions.
- A performing arts wing consisting of a 600-seat theatre, an elementary school theatre, Black Box theatre, rehearsal spaces, recording studio, dance studios, and studio stage.
- Two purpose-built sports domes providing over 8,500 m² of space.
- A visual arts wing in the Middle and High School, and a new visual arts wing in the Elementary School.

Strategic Focus Areas

ISB's Strategic Focus Areas guide the school's commitment to delivering an outstanding international education in the context of a dynamic and diverse global city.

1. Challenging and Joyful Learning

ISB prioritizes high-quality academic programming, particularly in literacy and STEAM, while ensuring appropriate challenge and support for all learners. The school continues to invest in attracting and retaining excellent educators.

2. Purpose and Compassion

Beyond academics, ISB supports students in developing integrity, resilience, and social-emotional well-being. Students are encouraged to pursue passions, engage in service, and gain real-world experience.

3. Lifelong Relationships

ISB fosters meaningful peer connections across cultures and languages. Social-emotional learning and co-curricular programs promote collaboration, while a growing alumni network strengthens lifelong ties.

4. Diversity, Equity, and Inclusion

ISB is committed to building an inclusive community that reflects global values. The school welcomes all who share its Mission and Vision.

5. Sustainability

ISB leads in sustainable practices, guided by a long-term roadmap to reduce environmental impact and model responsible global citizenship.



Mission and Vision

EMPOWERED WITH PURPOSE AND COMPASSION



We are an inspiring international community in Beijing, where thinkers and leaders find their place in the world and serve others. So that our learning is at its best, we build strong relationships and set high expectations together. We are committed to challenging and joyful learning with the freedom to explore.

THE CURRICULUM

Learning

ISB delivers a forward-thinking curriculum designed to prepare students for a rapidly evolving world. The school emphasizes both academic rigor and holistic development, encouraging students to think critically, collaborate effectively, and apply their learning in real-world contexts.

Learning at ISB is both challenging and joyful. The curriculum fosters integrity, empathy, and teamwork alongside academic achievement, equipping students with the skills and mindset needed for success in any future pathway.

From Early Years through High School, ISB integrates 21st century competencies, such as inquiry, problem solving, leadership, innovation, communication, and global awareness into all aspects of learning.

Language learning is central to ISB's mission. The Dual Language Program in the Elementary School develops bilingual, biliterate, and bicultural learners through instruction in English and Chinese. In Middle and High School, students have access to additional language options, supporting multilingualism as a key global skill.

The school sets high expectations and provides a high level of support to help students meet them. ISB's approach is based on research and the science of how children learn best.

This includes:

- World-class teachers.
- Empowerment with purpose and compassion.
- A vibrant international community.
- ISB offers one of the region's leading international school Chinese language programs, from Early Years to Grade 12.
- Equipping thinkers and leaders for the future.
- A research-based curriculum.

ISB is also committed to maintaining an inclusive school environment where diversity in student learning profiles enriches and strengthens the whole school community and the School prides itself on its strength in supporting students with diverse needs. Student Support Services at ISB are designed to promote academic, language, and social-emotional development. Student Support Services staff include counselors, English as an Additional Language (EAL) and learning support teachers at each school divisional. Speech and language pathologists (SLPs) and a school psychologist support all school divisions.



The Early Years Learning Community (EYLC)

ISB's Early Years Learning Community (EYLC) recognizes every child as competent, resilient, and capable. Young learners develop through exploration, supported by educators who create intentional play experiences indoors and outdoors. As inquirers, children gain confidence, creativity, and a love of learning.

ISB introduced its EY2 program for two-year-olds in August 2024, designed to support families with younger learners. The program follows ISB's early years philosophy and provides a platform to welcome the youngest Dragons.

Elementary School

ISB's Elementary School fosters curiosity, independence, and collaboration from EY2 to Grade 5. Students are empowered to solve problems, explore ideas, and grow as individuals in a supportive, inquiry-based environment.

Each child's learning journey is personalized, with strong partnerships between teachers and parents. The curriculum includes Chinese language and culture, the arts, and physical education, alongside a strong focus on social-emotional development.

Families may choose between ISB's English Language Plus or Dual Language Program (English and Chinese), both offering the same high-quality curriculum through different language pathways up to Grade 5.

Middle School

ISB's Middle School is a time for students to explore their interests, develop independence, and build strong academic foundations. The school encourages learners to take ownership of their education through collaborative study, service learning, and flexible, inquiry-based experiences that allow them to tailor their journey.

Core subjects are taught through theme-based units that spark imagination and relevance, while the Electives Program offers opportunities to pursue passions in performing arts, visual art, drama, and design. These foundational electives prepare students for deeper learning in later years and help them discover new areas of interest.

Social-emotional learning is central to ISB's Middle School philosophy. The school prioritizes student well-being and character development alongside academic achievement. Through mentoring classes and off-campus experiences, students build resilience, form meaningful relationships, and develop a strong sense of identity and responsibility.

ISB's Middle School environment is caring and inclusive, with high expectations and strong support systems. Students are empowered to take purposeful action, collaborate with peers, and grow into confident, compassionate members of the school community.



High School

ISB's High School is committed to challenging and joyful learning, with the freedom to explore across all grades. During these formative years, the school nurtures students' talents and develops their skills through authentic learning experiences that prepare them to be engaged members of society. ISB nurtures thinkers and leaders as they discover their place in the world.

The academic program balances the breadth of the International Baccalaureate (IB) Diploma Programme with a range of courses tailored to individual interests. ISB's High School diploma is a four-year university preparatory course of study that supports students' growth as learners and as individuals.

In Grades 11 and 12, students may choose to pursue the full IB Diploma Programme or construct a personalized pathway using a combination of IB courses, ISB courses, and online options. The Pathways Program provides voice and choice, encouraging students to explore ideas, connect learning across disciplines, and make a meaningful impact in the community.

ISB's approach to social-emotional learning prioritizes students' health and character development alongside academic achievement. The school values outcomes beyond test scores, recognizing success through integrity, empathy, and collaboration. ISB offers a tailored education that prepares young adults for achievement and fulfillment in whichever direction they choose.

Social-Emotional Learning at ISB

ISB integrates social-emotional learning (SEL) throughout its curriculum, recognizing its role in supporting academic success and personal growth. Students develop self-awareness, resilience, empathy, and the ability to build healthy relationships and act with purpose.

Care is a core value at ISB, reflected in daily interactions and strong teacher-student relationships. SEL is delivered through Morning Meetings in the Elementary School and the Mentoring Program in the Middle and High Schools.

ISB's SEL framework is built around five key competencies: Purposeful Action, Nurturing Relationships, Self-Management, Self-Awareness, and Social and Cultural Competence.

Student Support Services

ISB offers a comprehensive and inclusive Student Support Services program designed to meet the diverse academic, linguistic, and social-emotional needs of its student body. The school's multidisciplinary team includes learning support and EAL teachers, counselors, speech-language pathologists, a school psychologist, and a private occupational therapist, all working collaboratively across divisions to ensure every student can thrive.

Support is tailored to individual learning profiles and may range from short-term interventions to long-term, intensive assistance. Students are identified through a robust referral process, enabling early intervention and personalized learning strategies. ISB also offers a Life Centered Education (LCE)

program for students in Grades K–8 with intellectual disabilities and adaptive challenges, providing a highly individualized curriculum focused on functional academics, life skills, and social integration.

The EAL program supports English language learners from Kindergarten to Grade 10, ensuring access to grade-level content through targeted instruction in reading, writing, listening, and speaking. Counseling services promote student wellbeing through classroom lessons, small groups, and individual support, and extend to crisis response and professional development for staff.

ISB's commitment to inclusion is reflected in its thoughtful admissions process, which balances classroom dynamics with the resources required to support each learner. The school's approach fosters a compassionate and diverse community where all students are empowered to reach their full potential.





Results and Admissions Offers

ISB's Class of 2024 achieved outstanding results in the International Baccalaureate (IB) Diploma Programme, with an average score of 35.5, a 100% pass rate, and 13 students scoring 40 points or higher out of a maximum of 45.

ISB is proud of all its graduates, whether they have secured places at best-fit universities or chosen alternative pathways such as bridge years or military service.

ISB's university and career counseling team works closely with students to identify best-fit post-secondary options, whether that be university, gap year, or other pathways. Graduates go on to attend leading institutions around the world, supported by a curriculum that prepares them to thrive.

University offers for the Class of 2024 include:

United States

American University, Babson College, Boston College, Boston University, Brigham Young University, Carnegie Mellon University, Columbia University, Cornell University, Duke University, New York University, Northeastern University, Northwestern University, University of California – Berkeley, UC Davis, UC Irvine, UCLA, UC San Diego, University of Chicago, University of Florida, University of Southern California, University of Virginia, University of Washington – Seattle, and others.

United Kingdom

Durham University, Imperial College London, King's College London, University College London, University of Bristol, University of Exeter, University of Glasgow, University of Manchester, University of St Andrews, University of Sussex, and others.

Canada

McGill University, McMaster University, Queen's University, Simon Fraser University, University of British Columbia, University of Toronto, Western University, and others.

Hong Kong

City University of Hong Kong, Chinese University of Hong Kong, Hong Kong University of Science and Technology, University of Hong Kong.

Netherlands

Erasmus University Rotterdam, Leiden University, University of Amsterdam, University of Groningen, and others.

Australia

Monash University, University of Melbourne, University of Queensland, University of Sydney

South Korea

Korea University, Sungkyunkwan University, Yonsei University.

Ireland

Trinity College Dublin, University College Dublin.

Singapore

LASALLE College of the Arts, Nanyang Technological University.

Co-Curricular

ISB's co-curricular program is a vital part of the school experience, offering students opportunities to explore interests, develop skills, and build character beyond the classroom. With over 200 activities, 15+ sports, and 14+ service groups, the program supports personal growth, leadership, and community engagement. Co-curricular offerings are inclusive and varied, encouraging participation at all levels and fostering values such as teamwork, sportsmanship, creativity, and global citizenship.

Athletics

ISB's athletics program spans all grade levels, with teams competing in local and regional leagues including ISAC, ACAMIS, China Cup, and APAC. Elementary students participate in after-school sports and invitational events, while older students benefit from travel opportunities and competitive fixtures across Asia.

Performing Arts

Co-curricular performing arts groups enhance the curriculum by offering opportunities in choir, dance, jazz band, strings, and theatre. Students develop technical skills and explore genres beyond the classroom through musicals, dramas, and ensemble performances.

Clubs and Service

Middle and High School students engage in a wide range of clubs, from photography and design to Model United Nations and World Scholars. Service learning is embedded across the school, encouraging students to take purposeful action and contribute meaningfully to local and global communities. Groups such as Roots & Shoots, Nightingale Charity Club, and Habitat for Humanity foster empathy, collaboration, and global awareness.

Aquatics

ISB's aquatics program includes PE swim units, after-school lessons, seasonal swim teams, and a competitive year-round Swim Academy, serving students from Elementary through High School.

Balance and Engagement

ISB promotes balance in student life, encouraging creative, physical, and service pursuits alongside academic study. Service begins in Elementary School and continues through Middle and High School, with opportunities to build global competencies and make a positive impact.



THE ROLE

Director of Learning

The Director of Learning leads the strategic implementation of the EY-12 curriculum, oversees professional learning to enhance teaching practices, and ensures high-impact student outcomes aligned with ISB's mission, vision, and strategic priorities.

Reporting directly to the Head of School, the Director of Learning collaborates closely with divisional leaders and other directors. They lead the Office of Learning, which includes the Director of Student Support Services, Curriculum Coordinators, Educational Technology Coordinator, Instructional Coaches, Heads of Initiatives, and Librarians. This team ensures a unified and progressive vision for learning and teaching across the school.



The Director of Learning champions a culture of excellence, equity, and innovation, ensuring that all students – regardless of race, ability, religion, gender, or culture – receive a world-class education in a safe and supportive environment.

Key Responsibilities

Instructional Leadership

- Maintain a clear instructional vision grounded in educational research and cognitive science.
- Develop, coordinate and lead ongoing professional development programs to support the school's instructional vision.
- Lead the Learning Leadership Team and Supervising Leaders Team to ensure consistent instructional vision and supervisor feedback.
- Lead and coordinate the implementation of a shared vision for the integration of design, sustainability, DEI, Socio-Emotional Learning, AI and other technology in learning and teaching.
- Collaborate with the Office of Learning, Head of School, and divisional office teams to collect, analyze and respond to data on school's instructional programs.
- Oversee ISB's Instructional Coach program and supervise coaches.



Curriculum Development

- Oversee effective implementation and continuous evaluation and improvement of ISB's curriculum via the curriculum review cycle.
- Communicate requirements and progress of the curriculum development process to the ISB faculty and administration.
- Ensure the provision of school-wide, curriculum-focused staff development that provides for superior performance in delivery of ISB's curriculum.
- Supervise Curriculum Coordinators to ensure continuous improvement in ISB's curriculum.
- Work with the divisional leaders, Head of School office and Director of Student Support Services to oversee the standardized testing and assessment data management and analysis of the entire school.

Student Support & Inclusion

- Oversee the Director of Student Support Services Learning to ensure strong provision of services for students with learning support, English as an Additional Language and Life-Centered Education (LCE) needs.
- Ensure that ISB's systems work together in an MTSS framework to meet the needs of all learners.
- Support curriculum development and assessment that drives strong student outcomes for all learners.

Strategic Communications

- Ensure strong internal and external communications about ISB programs, processes, professional development, instruction and all-school initiatives.
- Contribute to ISB publications, website and other forms of internal and external communications.

Leadership & Management

- Lead ISB's accreditation processes and ensure alignment with international standards.
- Supervise the Head of Experiential and Service Learning and support the ESLO team.
- Manage the Office of Learning budget and resources effectively.
- Coordinate cross-functional teams to support strategic initiatives and special projects.
- Perform other duties as assigned by the Head of School.



THE INDIVIDUAL



Education

- Master's degree in Education, Educational Leadership, or a related field (Doctorate preferred).

Professional Expertise

- Deep knowledge of:
 - Curriculum frameworks (e.g., Understanding by Design, Curriculum Mapping).
 - Differentiated Instruction and Universal Design for Learning.
 - Multi-Tiered Systems of Support (MTSS).
 - Cognitive science and current educational research.
 - Standards-based curriculum, assessment, and data-driven instruction.

Leadership Experience

- Proven success in:
 - Designing and leading impactful professional development.
 - Applying research to improve teaching and learning.

- Leading curriculum implementation within a Professional Learning Community.
- Supervising and developing educators and middle leaders.
- Using data to drive instructional improvement and student achievement.
- Managing complex budgets and strategic resources.

Skills & Attributes

- Exceptional facilitation and presentation skills.
- Strong organizational and project management abilities.
- High intercultural competence and ability to lead across diverse teams.
- Adaptability and responsiveness to dynamic educational environments.

HOW TO APPLY

International School of Beijing has engaged the services of Odgers to assist with the recruitment of the next Director of Learning.

The closing date for applications is **9.00am British Summer Time, Monday 8 September.**

Longlist interviews with Odgers will take place **week commencing 15 September** and shortlist interviews with the Selection Committee will take place on **Thursday 25 September**. Candidates invited to the final stage will be invited to have a full briefing visit to the school **week commencing 13 October** and final interviews will take place on **Friday 17 October**.

In order to apply, please submit a CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at: www.odgers.com/94311

All applications will receive an automated response.

For an initial discussion, please contact:

Peter Lawrence: +44 7710 132 272
peter.lawrence@odgers.com

Isabel Howard: +44 20 7529 3925
isabel.howard@odgers.com

Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

International School of Beijing is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo screening appropriate to the post, including checks with current and past employers and the Disclosure and Barring Service.



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