

DIRECTOR SEARCH

AL-BAYAN BILINGUAL SCHOOL

Hawally, Kuwait

bbs.edu.kw

Start Date: mid-August 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Al-Bayan Bilingual School (BBS) is an Arabic and English learning community nurturing compassionate and innovative students, leading sustainable change and progress in Kuwait and the global environment.

Ethos

Al-Bayan community members take responsibility for themselves, act with honesty, treat themselves and others with respect, and model the behavior they expect from others.

At a Glance



Established
1977



Enrollment
2,673



Total Faculty and Staff
374



Student-faculty Ratio
10:1



Nationalities represented in
student body
18



Faculty with advanced
degrees
26%



Campus size
24,660m²

Percentage of host country nationals in the
student body: 94%

Faculty nationalities: a mix of Kuwaiti, US,
Lebanese, Canadian, and more than 20
other nationalities.

Graduates attending colleges and
universities: 100%

Accrediting agencies: CIS, NEASC, and
Kuwait Ministry of Education



Overview

Established in 1977, Al-Bayan Bilingual School (BBS) is a private, coeducational, university preparatory school from Pre-K through 12th grade, owned by FAWSEC Educational Company, which operates as a non-profit company. The student body consists of approximately 2,670 students, primarily Kuwaiti nationals. As a bilingual school, mastery of Arabic and English is required from all students. BBS's curricula combine components of Kuwait's Ministry of Education requirements, the AERO English/ Language Arts, Common Core Standards in Math, a school-designed curriculum for Science, and Advanced Placement courses. One hundred percent of BBS's students graduate and go on to attend colleges and universities around the world. Over 85% are accepted in educational institutions in the United States and Europe, and the remainder matriculate to universities in the Gulf Region. The school invests heavily in technology to support learning and its operations, and is focused on innovative learning spaces and experiences for students.

BBS employs 374 full-time faculty and staff, representing 26 nationalities from the Middle East, US, Canada, UK, Jamaica, South Africa and Eastern Europe. Staff tenure has averaged 7-10 years for overseas hires and 15+ for local hires. BBS is accredited by the Council of International Schools (CIS), the New England Association of Schools & Colleges (NEASC), and Kuwait's Ministry of Education, and is a member of a number of premier international-school organizations and councils. BBS is currently implementing an ambitious four-year strategic plan, focused on student health and wellbeing, student learning and achievement, intercultural learning, people and culture, and infrastructure.

Governance

BBS is part of a larger umbrella organization called FAWSEC Educational Company, an organization that operates as a not-for-profit established in Kuwait and the United States. FAWSEC Ed.'s mission is to facilitate the attainment of high-quality education and wellness in the community through the promotion and development of superior educational programs and facilities. FAWSEC Educational Company owns and manages the business operations of Al-Bayan Bilingual School and Al-Bayan International School. FAWSEC Educational Company provides a range of services to the school, including facility management, IT, admissions, and HR, which allows the Director to focus on student learning and the instructional program.



The CEO of FAWSEC Ed. meets with School Directors bi-weekly to discuss the progress against the strategic goals of the schools, challenges, accreditation, etc. The CEO is responsible for evaluating the School Director.

FAWSEC Educational Company has a Board of Directors that oversees the schools' financial sustainability and strategic development. The five appointed Board members each bring a particular area of expertise to the governance of the Company. The school's Directors are invited to attend at least 2 Board meetings to discuss progress on accreditation, recruitment, and the school's strategic plan.

Challenges and Opportunities

Articulate, implement, and maintain a challenging and progressive academic vision

Al-Bayan constituents value a rigorous educational program that serves the whole child and prepares students for the future. It strives to balance strong academic core competencies with opportunities for students to explore, innovate and lead in their community. The school has invested in spaces that allow the community to appreciate the impact of evolving technologies such as Virtual Reality, Mobility, and AI among others. The school is also actively supporting student well-being. Evidenced by strong college acceptances and community support, the program serves as the foundation for student success. The next Director, using current research and in partnership with the school community, will implement an innovative academic vision that is aligned with the school's guiding statements with corresponding curricular and co-curricular enhancements that are cohesive across divisions. The vision will be systematically implemented according to an action plan which includes resources for the evaluation and maintenance of the initiatives.



Recruit, develop, and retain mission-aligned faculty

The next Director will continue to build on a strategic framework to develop, recruit, and retain faculty and administration. Integral to the advancement of an academic vision will be targeted professional development which is aligned to the strategic goals. By encouraging and supporting teamwork across the divisions, leadership team members will support the faculty in making full use of their talents in pursuit of a shared institutional direction.

Strengthen and sustain school-family relationships

The next Director will promote a welcoming Arabic and English school culture to foster cooperation, respect, and inclusion amongst all members of the school community. At the same time, the next leader will create opportunities to reconcile differences and develop agreed-upon norms of communication and a shared sense of purpose. Careful listening, relationship building, intercultural sensitivity, and the drawing of appropriate boundaries, as necessary, will be the keys to strengthening the sense of belonging amongst all members of the school community.

Deepen the support for the social-emotional well-being of all students

The post-Covid world has reinforced the need for consistent implementation of BBS's ethos, which includes students taking responsibility, acting with honesty, treating one another with respect, and modeling expected behavior. The next Director will emphasize students' social-emotional development through curricular and co-curricular approaches, counseling, and consistent consequences to develop healthy identities, manage emotions, demonstrate empathy, and make responsible decisions. Whether on the playground, in the cafeteria, on the sports field, or in the classroom, students will have further opportunities to thrive and achieve in a positive learning environment.

Qualifications and Personal Attributes

Successful candidates will demonstrate most or all of the following personal and professional qualities:

- An experienced educational leader with a proven background in curriculum and pedagogy;
- A culturally aware leader who can advance the development of intercultural competencies and maintain a respectful, inclusive bilingual school community;
- An effective communicator who listens well and is able to relate to a wide range of constituents so that groups are appropriately involved and informed;



- A community builder who enjoys being an active and visible presence in the life of the school as a foundation for strong, supportive relationships with all community members;
- An open, approachable, and responsive leadership style that genuinely invites and respects the perspectives and views of others and builds a culture of trust;
- An ability to make calmly difficult decisions, communicating with firmness, clarity and transparency while keeping the best interest of the student at the heart of the decision;
- A compassionate and empathetic leader who can implement programs and approaches that support student wellbeing and can encourage respectful relationships across the community;
- Experience with school accreditation processes;
- A strategic thinker and an effective change management leader;
- Experience in a high school setting that best prepares students for college and future careers;
- Experience in recruiting, retaining, supporting, and developing the growth of talented faculty, staff, and administration.

Kuwait

Kuwait, officially the State of Kuwait, is a country in Western Asia. Situated in the northern edge of Eastern Arabia at the tip of the Arabian Gulf, it borders Iraq to the north and Saudi Arabia to the south. Kuwait boasts strong oil, petrochemical, and financial sectors making it a desirable place to live. Its main imports include machinery, transportation equipment, industrial products, grain, and food. The Kuwaiti Dinar is the highest valued unit of currency in the world.

Kuwait offers a wealth of art, shopping, and dining experiences and is home to a population of approximately 4.4 million, a number that comprises over two-thirds of expats. In addition to being home to numerous cultural experiences including museums, mosques, and performing arts, the country has many health and social clubs with swimming pools, tennis courts, and squash courts. Outside Kuwait city, individuals flock to one of Kuwait's islands to enjoy great scuba and snorkeling activities as well as spot whales and dolphins. Kuwait maintains good diplomatic ties with its neighboring countries, and it is considered to be one of the safest and peaceful countries in the Arab world. Internally, strict laws prevent acts of terrorism and violence. Crime levels are very low.

Learn More

Click on the links below to learn more about Al-Bayan Bilingual School.

[School Website](#)

[Strategic Plan](#)

[Virtual Campus Tour](#)

[School Profile](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A statement of educational philosophy and leadership practice of no more than two pages;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

John Chandler

Senior Search Consultant

john.chandler@carneysandoe.com

Theodora Konetsovsk

Search Consultant

theodora.konetsovsk@carneysandoe.com

Deb Welch

Practice Lead and Senior Consultant

deb.welch@carneysandoe.com