

Candidates and recruiters alike have the option to attend these fantastic workshops geared towards enhancing your recruitment experience. We hope you can join us to take your career to the next level!

Candidate Program

Exploring Inquiry-Based Education – An Introduction to the International Baccalaureate

Presenter: Mary Vedra

New to international education? Know nothing about the ‘mysterious’ IB curriculum? No problem! This intensive workshop will provide a thorough introduction of the International Baccalaureate Education Programmes as a systemic and all-encompassing framework for PK-12 international education. You’ll be diving into the philosophy of the IB curriculum and its contribution to the development of international mindedness. This in-depth exploration will allow you to compare & contrast the elements of the IB Programmes and explore the written, taught and assessed curriculum as it pertains to concepts, knowledge, skills, attitudes and action that are integral to classroom practice. This engaging presentation will leave you with a clear, personal understanding of how your own experience, expertise, skills, and attributes align with IB Pedagogy!

Mary Vedra, *Director of Quality Education at Emirates National Schools*

As an experienced International Baccalaureate trainer, Mary Vedra travels the world for the IBO, providing instruction and insight into inquiry-based education to educators worldwide. For the past twenty-six years, Mary has served as an educational leader in positions of increasing responsibility from a building level principal, and Associate Superintendent in parochial and public schools, and her current position as Quality Education Auditor for an international private school system. With extensive experience working with corporate, public, charter and private school systems around the world, Mary brings a unique blend of real-world experience and evidence-based research to her work.

Taxes Abroad

Presenters: Lance Roberts and Linda McCabe Roberts

Tietax provides specialist preparation and e-filing of Federal and State income tax returns for expatriates. All preparers are Enrolled Agents practicing before the IRS. They have specialized in helping international schools and teachers since 1992. This year there are considerable changes to the US tax code that will affect expatriates as well as US residents. The seminar will address issues affecting expatriates specifically, both long-term and with the changes to the IRS Code.

Lance Roberts

Lance W Roberts graduated from the US Air Force Academy and the Fletcher School of Law and Diplomacy. He holds the FINRA Series 7 General Securities Representative, FINRA Series 24 General Securities Principal, and FINRA Series 66 Investment Advisor Representative as well as being a Registered Financial Consultant with the International Association of Registered Financial Consultants. Lance also holds the status of Enrolled Agent (EA) with the Internal Revenue Service. He joined an English brokerage house in 1986 to open a Bangkok office, moving to Integrated Resource, an American broker-dealer, in January 1989. The Integrated Resources international operation became TieCare Financial Services. In 2004 TieCare International split its insurance and financial operation. All investment and financial planning services were transferred to The Investment Center, Inc., a US broker-dealer. Lance took over management of the international investment business with that transition.

Linda McCabe Roberts

Linda McCabe Roberts attended Butler University and Johns Hopkins School for Advanced International Studies. She holds the FINRA Series 7 General Securities Representative and FINRA Series 66 Investment Advisor Representative Licenses (administered by the Financial Services Regulatory Authority, or FINRA) as well as being an Enrolled Agent (EA) with IRS registration. After working with a Washington think-tank and subsequently the Asian Development Bank as an economic consultant in the Philippines and consulting for USAID and the World Bank, Linda joined TieCare Financial Services in 1997 as a registered representative of The Investment Center, Inc. In 2001 she moved her office to Singapore

where her boys graduated from Singapore American School. In 2004 TFS was wound up in favor of The Investment Center, Inc., and she continued her investment services with an expatriate client base. Linda and Lance were married on the 4th of July, 2006. They moved the office to Singapore, establishing The Investment Center International Ltd, representing the international branch office for the US broker-dealer. Linda holds state insurance licensing through the state of Texas.

Technology and Innovation in International Schools

Presenter: John Burns

Interested in using technology to support and enhance learning in your classroom? If so, this workshop is the place to be! Creative and innovative practices are sparking everywhere in international schools! From the early phase through to grade 12, educators are exploring new ideas and engaging with contemporary learning. In this session John Burns, ISS' own Chief Innovation Officer and founder of the Shekou International School Maker Space, will showcase some best practices from ISS schools and the wider international community. You're guaranteed to leave with a head full of new ideas!

John Burns, ISS Chief Innovation Officer

John focuses on sparking creativity and innovation across ISS learning communities. From 2015-2017 in collaboration with ISS and Shekou International School, John worked to design and found Level 5: a space for students, educators, and the wider community to explore design thinking and innovation in education. Prior to working with ISS, John led Shekou International School's shift to contemporary practice. He has developed apps featured in TV advertisements worldwide and has also previously worked for Apple in assisting schools and jurisdictions with organizational change. John is a graduate of Griffith University in Australia and has taught in the UK, Australia, China and Taiwan. In his free time, he loves being with family and exploring Asia.

The Overseas Experience – Living Abroad and Thriving

Presenters: David Randall and Lila Leung

You are here at the IRC to land your dream job! What do you need to consider as you explore options? Once you have that job, how do you successfully pick up your life and move overseas? What do you need to know about where you're going? How do you plan, not just for arrival, but for day-to-day life in a new community, new country, new culture? In this session, our veteran international educators are going to talk about the various aspects of seeking an overseas position plus not just surviving, but thriving, in your new life overseas. Be sure to get in on this hot discussion and bring your questions!

David Randall, ISS Senior Leadership Executive, Governed Schools/Administrative Searches

David has served in overseas schools as a teacher, principal, finance director and head of school. He has worked across 11 schools in East Asia, Southeast Asia, South Asia, South America, Africa, and the Middle East, serving the last three of these as interim head of school. David earned his B.S. in Economics from the Wharton School at the University of Pennsylvania and an M. Ed. and M.P.A. from the University of North Carolina. He enjoys employing his experience throughout ISS because of the high quality of colleagues and their shared vision of excellent education for students around the world. In his spare time, he enjoys travel, walking in the mountains, good food, bicycling and time with his family.

Lila Leung, General Manager, ISS-ULink

Lila manages the ISS-ULink Educational Services Ltd., ISS's joint venture partnership in China. Lila founded lab schools with English immersion and dual language immersion programs for Chinese nationals. She is the creator of International Education Training Center (IETC), focused on the development of culturally inclusive professional learning programs for national and international teachers. Fluent in Spanish, Mandarin and Cantonese, Lila is a language and cross-cultural expert on international curriculum design. Lila has served as classroom teacher, instructional trainer, university lecturer and director of school. She is a graduate from U.C. Berkeley, Stanford, and holds an International EMBA degree from Rutgers' University. Lila's passion is in design thinking.

Third Culture Kids, Diversity in the International Classroom

Presenters: Laura Benson and Brad McClain

Diversity is a hot-button topic these days! In today's globalized world, how do we, as educators, address the unique needs of all our students? In an international classroom, the reality of the Third Culture Kid adds another layer to this important question. Often referred to as cultural chameleons and global nomads, TCKs can face unique challenges due to their expansive worldview. This workshop will take a closer look at these unique little human beings and all the wonderful contributions they bring to the classroom!

Laura Benson, *ISS Director of Curriculum and Professional Development*

Laura helps ISS school educators develop and refine their curriculum and engage in deeper understandings of best-practice pedagogy. A well-cited scholar and researcher, Laura has published numerous articles in professional journals and is the co-author of *Standards and Assessment: The Core of Quality Instruction and Bearing Witness*. Laura earned degrees from Trinity University and University of Denver, and furthered her studies at Harvard University, Columbia University Teachers College, and Cambridge University. A third culture child herself, international schools fostered Laura's passion for studying language-learning, honoring all cultures, and fighting for children's educational opportunities around the world. In her free time, Laura enjoys spending time with family and friends, lingering in reading and writing, cooking, and expanding her love for architecture and design.

Brad McClain, *Head of School, Georgetown International Academy*

For the past 36 years, Brad McClain has worked at international schools in Colombia, Brazil, Saudi Arabia, Indonesia, Argentina, Madagascar, and is currently head of school at Georgetown International Academy in Guyana. At each of these schools in which he has served as a teacher, school counselor and/or lead administrator, Brad has been committed to building a student-centered, school culture of care and excellence. Much of his work has focused on the issues and needs of internationally mobile students and families.

To Boldly Go...Where No Team of International Educators Has Gone Before...

Presenter: Kevin Bartlett

Speaking truth to ourselves is a tough but necessary part of doing great work. Ask Jim Collins, who urged us to 'face the brutal facts.' When it comes to learning design, here are a few:

- Many teachers would rather teach than write curriculum
- Current curriculum mapping systems do not inspire teachers
- Curriculum designers just give us lists
- The 'articulated curriculum' eludes us

Not for much longer. The Common Ground Collaborative is now offering new solutions to old problems. We have designed a one-page Conceptual Map for all the ideas learners need to tackle, developed in multiple languages. Drilling down from our Map, we have built a connected Learning Matrix of powerful, question-driven Learning Modules to address those ideas. These Modules will be completed at *The Big CGC Hackathon*, a major team-writing event in April 2020. The final product sits on a simple, free-to-members, google-based system through which teachers access their work in 3 clicks:

1. Map
2. Matrix
3. Module.

Finally, a satisfying answer to the question of an easily accessed, connected curriculum...achieved through Collaboration. This session gives a complete overview of this unique and transformative work.

Kevin Bartlett, *Executive Director of The Common Ground Collaborative*

Kevin Bartlett has held leadership positions in the UK, Tanzania, Namibia, Austria and Belgium, where he was most recently

Director of the International School of Brussels (ISB) from 2001-2015. He has co-designed accreditation systems for the European Council of International Schools (ECIS), the Council of International Schools (CIS), the New England Association of Schools and Colleges (NEAS&C), and was one of the small teams that developed ACE, an innovative new accreditation protocol for NEAS&C. He was a member of the Founding Board of CIS and served as Chairman for four years. He was also a Board Member of the Academy of International School Heads (AISH) and has served on numerous other Boards- including CASE Europe and AMCHAM, Belgium. Kevin was a writer and trainer in the field of curriculum design for the Principals' Training Center (PTC) and a designer/trainer for the series of Experienced Principals' Summits. His achievements have been recognized by the National Association of Independent Schools (NAIS), naming ISB as one of six 'Schools of the Future.' Additionally, the Association for the Advancement of International Education (AAIE) and the Association of American School Administrators (AASA) named Kevin as International Superintendent of the Year 2014. In April 2015, Kevin received the Award for The Promotion of International Education from The European Council of International Schools. In January 2019, Kevin was inducted into the AAIE Hall of Fame for contributions to international education.

As a curriculum innovator Kevin was the initiator and early leader of the IB Primary Years Programme and is currently the Co-Founder and Co-Director of two successful global initiatives:

- *The Next Frontier: Inclusion*, a global network that is supporting schools on the path to inclusion. www.thenextfrontierinclusion.org
- *The Common Ground Collaborative*, a Learning Ecosystem and school transformation system for international and national schools. www.thecgcproject.org

Put your Best Foot Forward – Interviewing with International Schools

Presenters: Dr. Beth Pfannl and Dr. Jeremy Moore

Join these two experienced international school directors for a journey into the mind of an international recruiter. What are schools really looking for during an interview? What questions can you expect to be asked? What are the things that can make – or break – a successful interview? With 5 decades of combined educational experience, these two are just the right people to help you launch your successful job search.

Dr. Beth Pfannl, *ISS Vice President, Administrative Searches*

Beth has over 30 years of experience in international education. She was most recently the long-standing head of the American Overseas School of Rome. Past president of AAIE and the Rome International Schools Association (RISA) and member of the ECIS Board, Beth currently serves as a trustee of The American University of Rome. She earned her doctorate from the Sorbonne in Paris, her BA from McGill University and holds a CAGS in School Administration from Rhode Island College. Fluent in Spanish, Italian and French, and now learning Dutch, Beth brings a very strong international perspective to ISS. In addition to leading administrative searches, she runs the annual ISS Mary Anne Haas Women's Leadership Symposium, co-chairs the Diversity Collaborative and speaks regularly on the importance of cultivating diversity in global leadership roles. She resides in Amsterdam.

Dr. Jeremy Moore, *Director, Cayman International School*

Jeremy has more than 20 years of experience in education and leadership in the US and overseas. He has been a teacher and an administrator at the Elementary, Middle and High School level, and is currently with Cayman International School where he serves as the Director. Jeremy earned his PhD, EdS, MA and BA from the University of Florida, and is an alumnus of the Klingenstein Heads of School Program at Columbia University. Jeremy is involved in multiple organizations that focus on international education. With two recent additions to his family, Jeremy loves experiencing life vicariously through his young children, and he enjoys being a part of the Cayman community.

Recruiter Program

New to Advantage and Recruiting

Presenter: Rob Graham and Laura Light

Join Managing Director of Schrole Group, Rob Graham, and Director of ISS Global Recruitment, Laura Light, for a detailed walk-through of the ISS-Schrole Advantage platform. Learn how to leverage the system to your advantage and discover added features. This session is your chance to gain knowledge and maximize your hiring success this recruiting season.

Rob Graham, Managing Director of Schrole Group

Rob has over 30 years of experience in education and business. He has a unique understanding of the education market through his direct involvement in recruitment and training as an international school principal and then as owner of an international school recruitment firm. His eight years as Managing Director of ETAS Group ensures a strong connection to the vocational education market and a close engagement with major clients. Rob holds a Master of Education and a Bachelor of Education from Edith Cowan University.

Laura Light, ISS Director of Global Recruitment

Laura is a former educator who has spent much of her career overseas. After graduating from Clemson University in South Carolina, Laura took a position at the American School of Kuwait. Since then, most of her life has revolved around teaching at international schools, including the Carol Morgan School in the Dominican Republic, Escuela Americana in El Salvador, Singapore American School, Southbank International School in London, and the United Nations International School in New York City. Laura currently lives in Princeton with her partner, Tom. She loves to run, to be outdoors as much as she can, and to continue traveling the world. Now as Laura works at ISS to staff international schools with the very best teachers in today's market, she feels she has found her dream job.

Finding and Keeping Good Teachers: How is it Done?

Presenter: Dr. Dale Cox

In the constantly changing landscape of teacher recruitment, what are the best practices for attracting “good fit” candidates and for “closing the deal” with them? In this session with Dr. Dale Cox, we’re going to answer questions such as: How do you create the best possible candidate pool for your school? How do you move successfully to sign a candidate? What do candidates need to make a decision and what do they look for in a school? How do you keep the best teachers at your school longer? Of course, we know that the *best* recruiting is keeping the good teachers you already have. Dale will dive into best practice ideas for teacher retention and outline simple, research-based steps schools can take to upgrade their recruiting efforts.

Dr. Dale Cox, ISS Senior Leadership Executive

Dale received his doctorate in educational leadership from Lehigh University, his M.Ed. in educational administration from Arizona State University, and his B.A. in history from Brigham Young University. He worked for 25 years in public education in the United States before becoming an international school administrator in Beijing in 2006. He has served as the Vice President of the Board of Trustees of the Association of China and Mongolia International Schools and has presented and trained on teacher recruitment, school improvement, learning innovation, board governance, and school leadership. Having lived in Asia in his youth, he is fluent in Mandarin and Cantonese. He and his wife Rhoda are the parents of six children and the grandparents of thirteen grandchildren.

Hiring for Diversity

Presenters: Dr. Dana Specker Watts

As educators, we teach students to judge people by the content of their character and not by their appearances. However,

according to the US Department of State Assisted Schools, the majority of our school leaders are white (93%) and male (76%). Our students are struggling to see themselves in the leadership teams of our schools. Together with Dana Watts, ISS' Director of Research and Development and member of the Diversity Collaborative, we will explore assumptions and unconscious bias that may impact hiring practices within the international school sector.

Dr. Dana Specker Watts, ISS Director of Research and Development

Dana has a broad school background in curriculum, technology, innovation, and educational leadership. She joined ISS from Hong Kong International School, where she was the Schoolwide Curriculum Leader. In addition to working in Hong Kong, India and Thailand, she has also served as Executive Director of WLead, and as the Director of Innovation at 21st Century Learning International. Dana is also an Apple Distinguished Educator, a Google Certified Teacher, and ISTE Certified Trainer. She earned her Doctor of Philosophy in Educational Sciences from the University of Kentucky, a Master of Science in Multidisciplinary Studies from State University of New York College at Buffalo, and a Master of Science in Secondary Education from Canisius College in New York.

Five Steps for Sparking Change

Presenters: John Burns

With companies like PriceWaterhouseCoopers removing degree requirements from their recruitment process, Universities like Curtin accepting admissions based entirely on learning portfolios, and technology fundamentally changing how students create, collaborate and learn, we're seeing a rapid shift in educational practices across the world. Schools are embracing contemporary pedagogies, innovative practices, agile spaces and exploring new partnerships with industry to create more personalized learning outcomes for students. This presentation will highlight five practical ways that school leaders can begin to spark and scale innovation in the context of their own school.

John Burns, ISS Chief Innovation Officer

John focuses on sparking creativity and innovation across ISS learning communities. From 2015-2017 in collaboration with ISS and Shekou International School, John worked to design and found Level 5: a space for students, educators, and the wider community to explore design thinking and innovation in education. Prior to working with ISS, John led Shekou International School's shift to contemporary practice. He has developed apps featured in TV advertisements worldwide and has also previously worked for Apple in assisting schools and jurisdictions with organizational change. John is a graduate of Griffith University in Australia and has taught in the UK, Australia, China and Taiwan. In his free time, he loves being with family and exploring Asia.

Recruiting and Child Protection

Presenter: Keith Cincotta

The last few years in the international schools' community have seen a globally increased awareness surrounding the issues of child protection. As school administrators responsible for safeguarding students, how do we identify and implement the best policies and practices to keep people intent on harming children out of international schools? ISS' Director of School Services will explore safer recruiting practices, use of background checks, accreditation and provide an update on the work of the International Task Force for Child Protection.

Keith Cincotta, ISS Director of School Services/Senior Leadership Executive, Managed Schools

Keith is the Senior Leadership Executive for two ISS-managed schools in Africa, serves as an ISS student services and school counseling consultant and has also authored feasibility studies for school start-up projects in Cape Verde and Ghana. Keith and the ISS School Supply Team also serve the purchasing, consolidation and shipping needs of over 100 international schools. Before working with ISS, Keith was a High School Principal and Secondary School Counselor/College Advisor for 15 years in Pennsylvania, Pakistan and Dubai. Keith graduated from Bloomsburg University of Pennsylvania and has advanced degrees in Counseling and Educational Leadership from Lehigh University.

Professional Development Day
New York City Job Fair
February 6th, 2020



He resides in beautiful Hopewell, New Jersey with his wife and three children. As a family of global nomads, they take any chance they can to travel and experience new places.