

Leadership Search



LINCOLN

Superintendent
Asociación Escuelas Lincoln
Buenos Aires, Argentina

Application Deadline: September 27, 2021
Start Date: August 1, 2022

ISS is pleased to conduct this full search.
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Position Overview

The Superintendent position at Asociación Escuelas Lincoln is a unique and extraordinary opportunity to lead a school community that is engaged in the process of transformation. There is a solid strategic plan in place to guide the next 2-3 years and steady progress towards the objectives is already underway. The successful candidate will have the gift of working with a highly capable team of leaders who are collaborative and creative, as well as a dedicated faculty and staff who diligently support the diverse students and families of Lincoln. With a supportive parent body and a committed Board of Governors, emerging from the recent challenges of the COVID-19 pandemic, numerous opportunities are possible for this caring community.

The successful candidate must be:

- An inspirational leader who can build trust and strengthen community
- A strategic planner with a track record of producing impactful results and managing change
- A confident, collaborative decision-maker
- An outstanding communicator
- A good listener with empathy, high emotional intelligence and intellectual curiosity
- A successful recruiter who is skilled in hiring, retaining, and supporting outstanding school leaders, teachers, and staff members
- Demonstrated commitment to and respect for cultural accommodation and diversity, equity, inclusion, and justice
- Experienced with US accreditation guidelines and procedures
- Ability to maintain a comprehensive and successful IB program
- Committed to incorporating up-to-date information technology solutions in every facet of education from computers to social media to web-based research
- Able to oversee the implementation of a contemporary curriculum and instruction practices for K-12.

Academic & Professional Qualifications

- Advanced educational degree, preferably with a credential in Administration
- Proven success as an executive administrator, as a Head of School, Deputy Head or Principal
- Deep concern for and contribution to the intellectual, emotional, and social development of children and adolescents
- Successful track record in managing relationships with all stakeholders, including students, alumni, faculty/staff/leadership, parents, the Board, local government, and other external relations
- Experienced in leading and managing strategic organizational change
- Strong leadership for human resource, policy development, and marketing programs
- Financial acumen and understanding of the business of education; seasoned in budget management and financial planning
- Experienced in master facility development
- Experienced in working with a Board to develop strong and effective generative, strategic, and fiduciary governance policies and procedures
- Accustomed to supporting, mentoring, and developing school leaders and managers

- Demonstrated fluency with current and forward-looking educational issues, and best practices in K-12 education
- Experience and strength in curriculum development
- Familiar with technology-based educational solutions
- Previous experience in international schools preferred, together with a culturally diverse environment
- Spanish ability preferred
- Familiarity with South American region preferred

Salary & Benefits

An initial, multi-year, renewable contract with a competitive compensation and benefits package, commensurate with the responsibilities of the position, will be offered.

Application instructions found on the final page of this announcement.



The School

Established in 1936, Asociación Escuelas Lincoln has a rich history and a global reputation for providing a world-class education in the beautiful city of Buenos Aires. The school serves a diverse population representing nearly 50 nationalities from ages 4 through 12th Grade. Students come from the expatriate community as well as the local Argentine community, and families work within the diplomatic, business, and non-governmental industries. A private, non-profit, co-educational institution, Lincoln offers an English-language educational program integrating the American and Argentine curriculum, following a northern hemisphere calendar with classes running from August through June. High School students have the option to obtain three diplomas – an International Baccalaureate Diploma, a US Highschool Diploma, and an Argentine Diploma. Lincoln complies with standards from three accrediting bodies – New England Association of Schools and Colleges (NEASC), the International Baccalaureate Organization (IBO) and the Argentine Ministry of Education.

Mission, Beliefs, & Core Values

Mission

We inspire and challenge all our learners to be kind and ethical members of a global community. We empower them to develop into self-aware, confident, innovative, and collaborative change-agents committed to honoring diversity and enhancing their world.



Statement of Beliefs

We believe our community is at its best when we:

- Respect and care for ourselves and others.
- Learn with joy and purpose.
- Place inquiry at the center of our learning.
- Create opportunities for individual growth and reflection.
- Instill cultural competence.
- Make socially and globally responsible choices.
- Honor our environment, reduce our footprint and act sustainably.



Core Values

We value being:

- Open
- Fair
- Reflective
- Compassionate
- Resilient
- Committed to Integrity



Definition of Learning and Attributes of a Lincoln Learner

Lincoln has created our own definition of learning in order to clarify what we believe high quality learning looks like and help us to aspire to uphold this definition in all our learning activities.

Learning is the intentional process of making sense of the world through exploration, expression, and reflection. The journey of life-long learning is transformative, inspires action, and opens new pathways.

Attributes of a Lincoln Learner (ALLs)

We believe that all members of our Lincoln community are learners and as such, we encourage them to aspire to attain the following attributes that will support their continuous life-long learning. They are complex attributes that develop over a lifetime in an environment of high expectations and high support. These attributes are practical, relevant, and highly valuable in today's ever-changing world.

1. Learner as Thinker and Researcher

- a. **Inquirer:** Asks questions to explore a topic or issue, using prior knowledge, personal experience, and/or cultural frames of reference
- b. **Discerning Problem Solver:** Determines the roots of the problem to address its complexity and shapes a solution path
- c. **Innovative Designer:** Crafts imaginative and purposeful solutions, findings, prototypes, performances, and media using design thinking and inquiry processes.
- d. **Critical Researcher:** Selects and analyzes a range of data sources and viewpoints, while ethically using the research process.

2. Learner as an Agent of Change

- a. **Global and Local Ambassador:** Engages with others to identify and explore authentic contemporary issues in local and global contexts, and proposes solutions that will improve the lives of others
- b. **Ethical Citizen:** Makes ethical choices and demonstrates integrity by anticipating and evaluating the consequences of words and actions to promote positive impacts in the community.
- c. **Advocate for Justice, Equity, Diversity, and Inclusion (JEDI):** Embraces diversity and advocates for inclusive practices that promote equity and justice.

3. Learner as Communicator

- a. **Responsive Listener:** Contributes to interactions by respectfully seeking to better understand someone's point of view, using home, or acquired languages.
- b. **Critical Reader:** Works to comprehend and analyze different texts, in home or acquired languages, across various disciplines, for multiple purposes.
- c. **Articulate Speaker:** Expresses information and ideas being mindful of purpose and audience in home or acquired languages.

- d. **Effective Writer:** Generates rich and well-crafted texts that show a command of language and are informed by use of genre and strategic use of evidence in home or acquired languages.
- e. **Creative Producer:** Expresses complex ideas creatively, in home or acquired languages, for a variety of purposes by producing original work emulating professional techniques using a variety of contemporary media formats.

4. Learner as Self Navigator

- a. **Self-Monitor:** Cultivates a growth mindset towards understanding own emotions, thoughts, and behavior and is motivated to develop interests and pursue goals with a sense of purpose and efficacy.
- b. **Self-Manager:** Prepares for learning, plans for timelines and completion of work, manages own emotions, thoughts, and behaviors effectively in different situations, and contributes positively to school culture and climate.
- c. **Relationship Builder:** Establishes, maintains, and advocates for healthy and supportive relationships with culturally diverse individuals and groups, collaborates with empathy and works effectively in teams, while resisting negative social pressure, resolving conflicts constructively, and seeking or offering help when needed.



Lincoln's Strategic Plan and Pandemic Story

In February 2020, Lincoln's Board of Governors initiated a Strategic Planning process with the intention of creating a new mission relevant for the evolving needs of students and developing the right organizational goals that would build a stronger, more cohesive school, better prepared for a new future. With information gathered from the community, the outcome was a strategic plan framework with clearly defined strategic objectives and clarity around the focus needed over the next 3 years, to build a pathway towards our new school mission.

Soon after the Strategic Plan retreat, the COVID-19 global pandemic spread across the globe, and the Argentine government closed all schools and initiated a very strict quarantine, restricting all movement throughout the country. Lincoln began Distance Learning, and our faculty taught from their homes, while a quarter of our student population remained abroad. The 2020-2021 school year also began in Distance Learning mode, and we decided to focus on establishing a sense of community, with Connection, Caring and Commitment as our unifying concepts. In November 2020, some restrictions in Argentina began to loosen, and in February 2021 we were allowed to open partially until April 2021, when we were forced to close again until June 2021.

Thankfully, this current 2021-2022 school year has started with a reopened campus, and in-person classes are currently underway. We are cautiously optimistic, continuing our strict health and safety protocols, and thankful for every day that we can be together. There is no question that COVID-19 continues to have a drastic impact on everyone's lives. As we consider everything we have learned before and during the pandemic, our desire for transformation has become stronger, and we have more clarity about shifting towards contemporary practices that are more relevant and inclusive, while becoming more cohesive and coherent as an educational organization. The opportunities before us are compelling and significant. The Lincoln community continues to convey a unique spirit of resilience and we know we are capable of the grand and beautiful work of continuous transformation.

Below are the four Strategic Objectives that are underway at Lincoln. We have defined specific End Results for each Strategic Objective as well as a series of action steps. Despite the complex challenges that we faced during the pandemic, we have made steady progress and we are on track towards these objectives.



Strategic Objective 1: Teaching and Learning

Lincoln School will employ evolving curricula and instruction, personalized learning, innovative technologies, and meaningful real-life experiences and community engagements, to position all our learners as thoughtful leaders and global change agents.

Strategic Objective 2: Professional Growth

Lincoln School will develop as a professional learning center that attracts, develops, and retains world-class faculty and staff through engaging and inspiring growth opportunities.

Strategic Objective 3: Institutional Advancement

Lincoln School will enhance our school's brand on the local and global level through the highest quality of partnerships, associations, and communications that differentiates and celebrates our organization and brand.

Strategic Objective 4: Resource Management

Lincoln School will develop and deploy resources to provide the highest quality personnel, facilities, technology, and programs while practicing fiscal and environmental accountability.

Three Divisions, One School

Lincoln has three divisions, providing a closer-knit environment for students in similar age bands to interact and grow up together. Each division caters to the unique developmental needs of its students – the Elementary School serves children from ages 4 through Grade Five, the Middle School serves students in Grades Six, Seven and Eight, and High School serves students in Grades Nine, Ten, Eleven, and Twelve. Each division is led by an experienced Principal who is an instructional leader, working closely with a committed group of teachers to design a contemporary educational program that meets the diverse needs of its student body.



Our educational program promotes learning across all areas of development – cognitive, linguistic, physical, social, and emotional, organized into subject-area disciplines including Math, Science, Social Studies, English, Spanish, Performing Arts, Visual Arts, Technology, and Physical Education. With an emphasis on learning through an inquiry approach, students are encouraged to be curious, to take ownership of their own learning and to demonstrate their progress in authentic and meaningful ways. Rather than emphasizing content coverage, our curriculum supports making interdisciplinary connections, using relevant global and local issues, actively participating in engaging experiences, and reflecting on their learning. Students receive personalized support where needed, from classroom teachers as well as from counselors, learning support specialists, and language specialists. High School students are supported in developing the self-confidence and academic prowess needed to gain access to the finest colleges in North America, and the world. Lincoln has a successful track record preparing its students for the world’s top universities as well as arts, theater, and music colleges.

Accreditation

Asociación Escuelas Lincoln is accredited in the United States by the New England Association of Schools and Colleges (NEASC) as well as locally by the Argentine Dirección Provincial de Educación de Gestión Privada Escuela Primaria y Escuela Secundaria. Lincoln is officially categorized as a Dual Language School within the Buenos Aires Province of Argentina. An IB school since 1993, Lincoln was again recently reauthorized by the International Baccalaureate Organization in 2020.



Students

In the past two years, Lincoln lost several students due to the pandemic. Current enrollment at Lincoln stands at almost 500 students from K4 through Grade 12. Approximately 20% of our students are from Argentina, and 80% are international. Of our international students, approximately 25% are from North America, and 55% are from more than 48 other nations. This year, the top ten countries represented are Argentina, United States, Mexico, Korea, Spain, Malaysia, Germany, Brazil, Italy, and Colombia.

Faculty

Lincoln takes great pride in its highly qualified teachers who are passionate about inspiring students. Approximately 65% of our teachers come from Argentina and 35% are international educators who have worked in international schools around the world. Most Lincoln’s teachers have advanced degrees, and they enjoy continuing their professional learning during their time at Lincoln.



Arts

Lincoln offers a strong visual and performing arts program across all divisions, including classes in general music, band, art, and film. With highly qualified teachers who are also gifted artists and musicians, students are guided to discover their talents and expand their skills across all grade levels.



Athletics & Activities

All students are encouraged to participate in team and individual sports. Lincoln emphasizes an inclusive approach that stresses participation, sportsmanship and friendly competition. Lincoln offers soccer, volleyball, basketball, swimming, and track and field. High School and Middle School sports teams participate in local competitions and international tournaments.



Academic Calendar

Lincoln follows a northern hemisphere academic calendar, with classes from August to June. We have two vacation periods – the summer break from mid-December through January, and the winter break from mid-June through July.



Governance

Asociacion Escuelas Lincoln is a civil institution established under the laws and regulations of Argentina. The legal domicile of the Asociacion is the Ciudad Autonoma de Buenos Aires. The Asociacion is a non-for-profit institution governed by a Board of Governors, who are responsible for guiding strategic direction of the school, setting school policy, overseeing Lincoln's financial status, and supporting and evaluating the Superintendent. The current Board has 14 members, is composed of parents and alumni, representing various international corporations, as well as one non-voting member appointed by the US Ambassador.

Campus

Lincoln's picturesque 21-acre campus is located in a quiet, residential neighborhood just a few minutes north of the city, on the banks of the Rio De La Plata. Each division is housed in its own separate building with its own set of gates for entrance and exit. Facilities include classrooms, science labs, makerspaces, libraries, music rooms, art rooms, small group spaces, as well as a large gym, swimming pool, tennis and basketball courts, soccer field and open playgrounds, auditorium, theater, and various places for community gatherings. In the center of the campus is the historical building known as The Mansion, which once housed the family that owned this property and now houses administrative offices. Plans to review the Master Facility Plan from 6 years ago are already underway, and the construction of a new Elementary School as well as an Aquatics Facility have been presented as a major priority.

Location

AEL is located along the Rio de la Plata of Buenos Aires, one of the most vibrant cultural cities in South America. Often referred to as the Paris of South America, it is renowned for its architecture and rich European heritage. On the weekends you can typically find the plazas filled with people, friends and families drinking mate, playing soccer, walking their dogs, or enjoying a good book. Public art, theatre and musical performances are also a popular pastime, and with such a vibrant city at the tip of your fingers, there is never a lack of things to do.

Buenos Aires has a humid subtropical climate with generally mild winters and humid summers. The warmest month is January with an average temperature of 30 degrees Celsius. The rest of Argentina varies greatly in terrain and climate. Argentina is the eighth largest country in the world and is a very diverse landscape, including mountains, glaciers, grasslands, rivers, and tropical rainforests. Popular trips include skiing in Bariloche, ice trekking on the Perito Moreno Glacier, exploring the waterfalls of Iguazu, visiting Mendoza's vineyards, hiking in San Martin de Los Andes, investigating the salt flats in Jujuy, and whale watching in Peninsula Valdes.



Fast Facts

Year Established	1936
Accreditation Agency	New England Association of Schools and Colleges
School type	Day
Language of Instruction	English
Total Enrollment	483 + 12 Pending
Lower School Enrollment	201
Middle School Enrollment	124
Upper School Enrollment	158
Average Class Size	15
Student Age Range	4 - 18
Average % Home Country Nationals	24.4%
Student Nationalities	48
Number of Faculty	147
Faculty Nationalities	12
Percentage of Annual Faculty Turnover	11% average over last 5 years
Number of Board of Governors	12
Tuition (2021 - 2022)	Average US\$28,559
Annual Operating Budget	\$11.7 million

Follow Asociación Escuelas Lincoln to Learn More



Application Instructions

Effective Date: August 1, 2022

Application Deadline: [September 27, 2021](#)

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for Asociación Escuelas Lincoln Superintendent search. She will be assisted by members of the ISS Administrative Search Team.

Instructions for Former Candidates

If you have a previous account with ISS-Schrole Advantage or the ISS Admin Search Team and have not yet logged into ISS EDUrecruit here is the [link](#) to get started! You will need to use the email address associated with your ISS-Schrole Advantage account or your ISS Administrative Search account to access your new ISS EDUrecruit account. You will be prompted to update your password and accept the Terms and Conditions.

Once you are logged in, please select the following link to apply to this position:

[Asociación Escuelas Lincoln Superintendent](#)

Instructions for New Candidates

If you are a new candidate to ISS, here is the [link](#) to register for an account so you can apply to this search. You are not required to pay for your profile in order to apply for this position. However, if you are interested in the \$75 candidate membership option, you can upgrade to a full membership at any time.

Once you are logged in, please select the following link to apply to this position:

[Asociación Escuelas Lincoln Superintendent](#)

Instructions for ISS EDUrecruit Candidates

If you already have an ISS EDUrecruit account, [here](#) is the link to login.

Once you are logged in, please select the following link to apply to this position:

[Asociación Escuelas Lincoln Superintendent](#)

Our considerations:

- International Schools Services (ISS) is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Hiring is contingent upon a successful background check.

Applicants are asked to apply as early as possible, as International Schools Services (ISS) and Asociación Escuelas Lincoln reserve the right to close the selection process at any time.

Be sure to use our new contact details if you require any assistance via this handy [form](#) – and remember, we are here to help you with any questions.

* ISS is committed to “Making a World of Difference” in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. One of our commitments is to remove photos in recruitment files. You can read more about our commitments [here](#).