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ISS Administrative Searches is pleased to announce...

## **International School of Panama**

*Panama City, Panama*

### **Seeks Visual and Performing Arts (VAPA) Director**

**Application Deadline:**

**Wednesday, January 31, 2018**

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## International School of Panama Visual and Performing Arts (VAPA) Director



**Starting July 2018**

The International School of Panama (ISP) seeks a dynamic educational administrator with outstanding communication skills and educational vision to help lead all elements of ISP's VAPA program. This professional will be in charge of supporting the implementation of strategic plans connected to Visual and Performing Arts and providing a clear focus on student learning and student achievement based on a holistic approach. The successful candidate will be committed to the growth and development of students, faculty and staff, and to the establishment of the ISP VAPA program as a world class program.

### **Panama**

Panama is a rugged and mountainous country located on the narrow isthmus linking North and South America. It is in the tropical region just north of the equator and has two seasons, wet and dry. Panama's population is approximately 3.4 million.

Panama City, with a population of 1.5 million, is situated on the Pacific coast and has become a business and economic hub in the Central American region; it is a multinational, modern metropolis with all the benefits and dynamism of a large population center, and is known as a safe and easy place to live and work. Excellent medical care is available as are fine dining, modern apartments, and low cost shopping. Good roads provide easy links to tourist areas. Divers and surfers have excellent opportunities to explore the waters off Panama, the beaches along the Pacific Ocean and the Caribbean. National parks offer pristine nature and wildlife, and a variety of hiking options. The Panama Canal is a signature attraction, and one of the greatest engineering feats of modern times.

### **Visual and Performing Arts at ISP**

The International School of Panama provides a rich, diverse VAPA experience for its students. Through the study of visual and performing arts, we foster creativity, collaboration, and critical thinking skills, while enriching the overall human experience for every student, creating a vibrant nexus between our school and the global community.

It is our commitment to give the students and community of ISP a platform for expression and learning through the arts. Our Visual and Performing Arts Center offers our community a center to gather and explore the richness of the arts being created by our students, faculty, and our families.

### **Facilities**

The Proctor and Gamble Performing Arts Center was recently completed in May of 2015, and has become a hub for the ISP community. In addition to the state of the art lighting and sound equipment, we are proud of our dynamic use of spaces throughout which include a fully operational Black Box theatre, Band room, choral room, Green Room, Scene Shop, Dressing rooms and Practice rooms. Our 550 seat auditorium is one of the best theatres in Panama, giving us many opportunities to produce musicals and plays that are well attended by people from all over the city, as well as participate in regional and international festivals.

### **Visual Arts**

The ISP Visual Art's Program goal is to create a continuous learning environment in which students develop a positive self-image through a variety of learning experiences and activities based on the elements and principles of art and design. We enrich the learner's visual, verbal, and spiritual art awareness by teaching different techniques through various mediums, while encouraging creativity in an exciting constructivist inspired classroom.

The ISP High School Visual Arts Program includes courses designed to promote a high level of proficiency in the arts. These course include Painting, Ceramics, Sculpture and Drawing as well as Graphic, Interior and Communication Design. Incorporating the IB learner profile at all grade levels, students learn creative and critical thinking strategies, the application of the elements and principles of design, and the history of art.

### **Music**

Our curriculum, based on the tried and tested principles of composers and music educators Kodaly, Orff, and Dalcroze, is a play and performance based music program. Through fun and effective methods, our students develop musical skills by singing alone or with others, performing on instruments, improvising melodies, reading and notating music, and understanding the relationships within music and the other arts. For students who choose to focus on music in the middle school exploratories, we give them plenty of space to pick up a new instrument and work in ensembles as well as individually. All MS music students can choose between voice and instrumentation.

In the high school, we have a developing vocal and string program for students to work with string instruments as well as be a part of the choir, and our band program is designed for students who have basic music knowledge and wish to continue playing a concert band instrument. All ensembles prepare repertoire for public performances. Music is also offered to all Juniors as a part of the IB Diploma or certificate.

### **Film and Theatre**

The Middle School drama program combines training in acting with improvisation games as well as vocal and text analysis. During the semester-long course, students develop their acting skills and prepare to perform in front of an audience in a one-act play or short scenes at Artsfest or in front of their peers at a lunchtime drama series.

In high school, students can also choose a set construction and scenic design course that allows them to play multiple roles in producing a staged play. Theatre is offered to all HS students and IB students in Group 6 at ISP. Students explore theatre in context, presentation, and the process of making theatre. All students use the theatre as a platform to express themselves as performers, designers, directors, and creators. Students who complete this two-year course receive an IB certificate in theatre.

The film program combines film history, film analysis, and film-making. Students watch, analyze, and produce a film using the different elements learned in class.

### **Events and Performances**

*Rotating art shows in the PAC Art Gallery, Twice-Yearly Artsfest, Lunchtime Music and Drama Series, Fall MS/HS School Musical and Spring Play, Yearly Talent Show and the Elementary Musical are just some of the fantastic events and performances held throughout the year.*

### **The Position**

The VAPA Director is central to many key areas of the schools function. The VAPA Director ensures that the Visual and Performing Arts program is being delivered in line with the programs philosophy, goals and high standards as outlined in the whole school as well as VAPA strategic Plan. The VAPA Director is line manager to: 1 Theater Technical Teacher/Coordinator, VAPA Sound Technician, a VAPA Integrationist/Assistant, 4 Music Teachers, 5 Art Teachers, a theater teacher as well as local arts professionals and vendors. The position is very diverse requiring excellent time management and prioritization skills as well as the ability to motivate and lead a large group of professionals with different skills, language abilities and backgrounds. The ability to think clearly in moments of high stress and willingness to have difficult conversations with colleagues and students is essential. The VAPA Director requires an open-minded nature, high levels of motivation, the ability to roll their sleeves up and help out, energy and a good sense humor to deal with the unexpected, which is inevitable in the world of visual and performing arts.

In addition to the role of VAPA Director the ideal candidate will also have diverse experience in theatre as a director, as well as an IB theatre teacher.

Specific responsibilities will include:

#### ***Program Leadership: Visual and Performing Arts (Music, Arts, Theater)***

- Provide program leadership across the three divisions.
- Develop, manage and implement large operating and capital budgets
- Work with the department in developing a realistic, workable yearlong program of units that accurately reflect the goals of the VAPA department.
- Continue to drive forward the department efforts in regard to planning, assessment and curriculum development.
- Work with teachers to develop and enhance their personal practice.
- Work closely with principals in order to ensure programs are reflective of school wide needs
- Conduct multiple observations throughout the year of teaching staff and provide timely constructive evaluator feedback.

### ***Professional Learning***

- Work closely with the Office of Teaching&Learning to ensure that required professional learning is budgeted and scheduled.
- Ensure administrative personnel continue to receive Professional Development in Renweb and Canvas use.
- Accurately assess VAPA program needs and arrange/deliver appropriate Professional Development opportunities.
- Keep abreast of current trends and developments in Visual and Performing Arts.

### ***Communication***

- Communicate with departments and specialist teams regarding interdisciplinary VAPA matters and news.
- In collaboration with Marketing Manager expand use of approved social media to communicate with all stakeholders.
- Maintain and communicate vision for ongoing improvement of teaching and learning in VAPA curriculum area.
- Oversee and manage the collection, organization, and presentation of all data (assessment data, survey data, etc.) connected to strategic planning, school improvement, and academic programs
- Assist the director in providing parents with information regarding curriculum, instruction, divisional procedures and special events.
- Serve as a liaison between administration, admissions, marketing, and parents to ensure all stakeholders develop an accurate understanding of the schools mission, vision, and academic and extracurricular offerings.

### ***IB Theatre Teacher and Musical Director***

- Teach IB theatre to students in grades 11 and 12 and maintain a high standard for all students
- Conceive, develop and implement a diverse season of production including musicals, plays and experimental theatre
- Direct at least one show per year
- Develop and foster relationships with outside organization

### ***Other:***

- Lead and inspire VAPA teachers and administrative assistants that participate in the program.
- Maintain standards and requirements tied to IBDP and AdvancED accreditations
- Work with Director to monitor and evaluate overall program effectiveness
- Work with different PTA and Booster groups to promote, enhance and better the visual and performing arts program
- Maintain a visible presence within the Performing Art Center (PAC) and VAPA teaching areas
- Be a visible presence at school activities
- Participate in the recruitment of faculty who will foster the mission and vision of ISP
- Support implementation of all aspects of ISP's strategic plan and ensure adherence to mission and vision of the school

## **Qualifications:**

### Essential:

- A minimum of 8-10 years of proven successful experience in the field of visual and performing arts, with a minimum of 3 years' administrative experience as VAPA Director, Head of VAPA or line manager of a Large VAPA department.
- A minimum of 2 years as an IB theatre teacher
- Experience in an International school setting or school with a highly developed VAPA program.
- Energy , Charisma and Dynamism to drive and continue to develop ISP's VAPA and program vision
- Excellent communication skills – both written and oral.
- The ability to think creatively
- The ability to problem solve under pressure
- Outstanding personal relations and team working skills
- A commitment to collaboration and shared leadership.
- Proven organizational and technological skills.
- Qualifications in educational leadership.
- Sense of humor.
- Flexibility and patience.
- Ability to adapt to new situations.

### Desirable:

- Experience with IBDP, MYP, IGCSE and American (K-12, non AP) systems
- Experience in similar position

## **Salary and Benefits**

The overall compensation will be competitive and structured to attract the best talent.

## **Application Process**

Candidates should submit the following:

- Brief letter of application stating reason for interest in the position
- A current CV/ resume not to exceed two pages
- One page statement of philosophy of education and educational leadership
- Three letters of reference, including one from a current supervisor

**January 31<sup>st</sup>, 2018** is the deadline for applications. Candidates should note that in the event an outstanding applicant is identified early in the search process, ISP reserves the right to make an

appointment before the deadline. For this reason, it is very important that interested candidates apply as soon as possible.

Candidates wishing to learn more about the International School of Panama may visit [www.isp.edu.pa](http://www.isp.edu.pa)  
Applications should be sent, in a single PDF attachment. Subject should read: ISP VAPA Director

To: [teach@isp.edu.pa](mailto:teach@isp.edu.pa)

ISS Administrative Searches is proud to assist International School of Panama with their search for a Visual and Performing Arts (VAPA) Director.

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***All application materials should be sent to the school as directed, not to ISS.***

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