



Balears International College

Sa Porrassa

an Orbital Education School

January 2020

Dear applicant,

Thank you for showing an interest in joining our school.

I moved to the island in the summer, to be the principal, having spent 27 years teaching in the UK. I moved because the time was right, I wanted a new challenge and I believe strongly that international schools on sunny islands need outstanding leadership just as much as those schools in disadvantaged areas where I spent most of my teaching career. Our school has tremendous strengths, not least a delightful student body, supportive parents and a team of excellent, hardworking and committed staff, predominantly UK trained. However, as with most schools, there is always much that can be improved, and my mission is to work with the rest of my colleagues to make BIC the number one school of choice on the island.

The school educates children between the ages of 3 and 18; this all-through element is one of its many strengths and, indeed, one of its attractions to me when I first applied. The Head of Secondary role is a very important one, with oversight (along with myself, the deputy HOS and the head of Sixth Form) of all matters affecting the secondary school. However, it is important that the school operates effectively as one school, with all members of the Senior Leadership Team working as one team, to drive the improvement and future growth of the whole school. Specific role responsibilities will be determined once the appointment is made; of most importance is that you embrace this whole-school approach, and that you will bring ideas, enthusiasm and optimism to our team. Of far less importance than international school experience (it isn't important) is that you are genuinely collaborative, a problem solver and a team player, with sky-high expectations and standards, of children, of staff and of yourself. I don't want people who are looking for a holiday, I want a hardworking, principled and energetic leader who wants a challenging, rewarding leadership role, in what is a beautiful and sunny place to live.

As a leader, my staff and our children are of the utmost importance to me, and I love coming to work every day. I want you to do the same, and if you don't you are in the wrong job or maybe just the wrong school. Teaching is a joyous, wonderful profession and a privileged one, giving us the opportunity to mould young lives and to transform life chances - I know that you remember your great teachers. But if you are a hardworking, committed and talented teacher you can - and should - be choosy. There are lots of schools and lots of jobs - why would you join us?



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I look for only three things in my teachers –

- i) that you love children;
- ii) that you are conscientious, committed and with a clear moral purpose; and
- iii) that you are passionate and highly knowledgeable about your subject.

For leaders, I require reliability and resilience, humility and humour, common sense and integrity. Talented people can learn most tasks, but some essential qualities are just innate. If you have these things, I would love to meet you.

In return, I don't preach work-life balance, I practise it, and my aim is to ensure all the staff in our school work and play hard in equal measure. We don't have unnecessary meetings and we do no unnecessary paperwork. I actively encourage staff to leave school at a sensible time every day - I don't care whose car is last in the car park. Our email policy prohibits evening or weekend communication, and I expect teachers to enjoy and to relish every minute of their well-earned holidays.

I don't do jargon, I don't do clichés and I put common sense at the front of everything I do, constantly looking at school life to make sure we don't do anything that is unnecessary. We don't start (and then abandon) endless pointless initiatives, and I welcome the thoughts and suggestions of every member of the staff team; no one person has a monopoly on good ideas.

Leading a school is a privilege; I often describe myself as the conductor of the orchestra and I want all staff to enjoy their jobs and be proud to work in our school. If you would like to join them and me, and to continue our mission to make our good school great, please feel free to contact me for an informal chat about the role, and the school.

Yours faithfully,

Alison Colwell
Principal