**Big New Changes at BISB**

As the new Head of School at BISB, Mr. Thornhill has made one of his first big changes to the school; he and the Senior Leadership Team have recently reformed the leadership structure of BISB.

The changes were largely driven by a desire to better meet the varying needs of different parts of the school. Having certain members of staff in each area of the school, fully incorporated into the school’s leadership, would help do this. These changes also enable current staff members to make even greater contributions to the school and its community. Below are some of the major reforms made to the leadership structure.

**New Organizational Appointments and Changes:**

Assistant Headteacher of Middle and High School: Mr. Will Corrie

Early Years Coordinator (Toddlers, Nursery, and Reception): Ms. Claire Martin

Early Years and Year 1 & 2 Leader (Toddlers - Year 2): Ms. Lucy Ripman

Years 3 to 6 Leader: Mr. Mark Tugwell

Equity, Diversity, and Inclusion Leader: Ms. Rathina Sangaralingam

Head of Humanities (Geography, History, Psychology, Theory of Knowledge): Mr. Stephen Wallace

Head of Visual and Performing Arts (Art, Dance, Drama, Music): Mrs. Jessica Smith

There are a couple more new leadership positions being added including a Head of Lower School and Head of Middle and High School. The middle and high school have been separated to a greater degree. Having a Head of Middle and High School will help bring more cohesion to the development of students across grades, especially the transition of middle school students to high school. With a major issue of BISB being the retention of Year 9/8th grade students, having a Head of Middle and High School has the potential to improve retention by bringing these benefits to the table.

Joining the leadership of the middle and high school will also bring greater consistency to the welfare support given to students, something that has been missing for years. Bringing more consistency here is something that the current Directors of Student Welfare (DOSW’s) for both the middle and high school, have been working on. Mr. Corrie’s appointment as Assistant Headteacher of the Middle and High School also adds another layer of critical leadership support, to further the benefits given by the change.

A similar adjustment to the primary school also came with the appointment of a leader for Early Years, Years 1-2 and a leader of Years 3-6. Prior to this, there was just one DOSW of the entire primary school with no clear head. With the needs of Years 1-2 being so different from those of Years 3-6, this change assures that the circumstances of different primary students are better addressed. This change also comes at the right time because with the number of students in the primary school at full capacity, its largest level in a while, it is important that there is robust leadership, to assure that no students are left behind.

Another significant organizational change to BISB’s academics consisted of the creation of a humanities department. This is significant because the new department combines numerous existing departments including: Business, Geography, History, Psychology, Theory of Knowledge, and other subjects. This move will support a more interdisciplinary approach to teaching of the humanities at BISB. Under one department, greater links in the curricula will be made between subjects, enabling the students’ ability to make more connections across disciplines and improve critical thinking as a result. While the number of different departments being put together here may seem overwhelming, the oversight and interdisciplinary opportunities that it will provide to improve the quality of teaching and learning, are critical.

On the arts front, having varied arts opportunities has been a significant focus of BISB for a while, in its overall effort to strengthen the offering of extracurricular opportunities available outside of their strong academic core. The new arts department combines the visual and performing arts fronts of the school; forms like arts, dance, crafts, drama, theatre, film, have all come together under the new department. Similar to the humanities department, this will create an even more dynamic experience for students studying arts, especially with the stronger links formed between the teaching of the different art forms.

A brand new position at BISB is The Equity, Diversity, and Inclusion leader, a demonstration of BISB’s heightened awareness of representation issues, and their desire to adapt to meet the evolving societal norms of diversity, equity, and inclusion. The role of Ms. Sangaralingam here will be to develop diversity and inclusion programs, develop more inclusive curricula, and support more equitable hiring practices. As an international school with students and teachers from many different cultures, this new position is essential to further foster the diversity that BISB already champions.

Clearly, these new leadership reforms will benefit BISB in a wide variety of ways. Mr. Thornhill feels that the changes to the organizational structure will be instrumental to enable continuous improvements in the teaching and learning process. He expects to work with the Senior Leadership Team to continue making significant changes like this one, as the year progresses.

| | Dear Parents,    With 2022 underway, I want to share some organizational updates being put in place here at BISB. This message would have gone out a bit earlier, but I did not want to draw attention away from the important COVID-related communications being sent out since the start of winter term.    At the end of last term, I said that I would be writing further about developments at our school. Over the course of autumn term, as all good schools do, we carried out a review of our leadership structure to ensure that BISB continues to improve and build upon the successes of the past. As part of this process, we looked at the roles and responsibilities in the school to ensure we have the leadership, management, and organizational capacity to ensure that we are able maintain and indeed improve the education we offer.    As a result of that review, we have created some new posts within the school which will increase our ability to continually improve and meet the challenges not only of now but into the future. These are as follows:    Assistant Headteacher of Middle and High School – Mr. Will Corrie  Early Years Coordinator (Toddlers, Nursery, and Reception) – Ms. Claire Martin  Early Years and Year 1 & 2 Leader (Toddlers - Year 2) – Ms. Lucy Ripman  Years 3 to 6 Leader – Mr. Mark Tugwell  Equity, Diversity, and Inclusion Leader – Ms. Rathina Sangaralingam  Head of Humanities (Geography, History, Psychology, Theory of Knowledge) – Mr. Stephen Wallace  Head of Visual and Performing Arts (Art, Dance, Drama, Music) – Mrs. Jessica Smith    These posts will be supported by the future appointments of a Head of Lower School and a Head of Middle and High School.    Each of these posts focuses on specific areas of the school, ensuring that every student and member of staff in each part of the school is fully incorporated into an overall coherent leadership, management, and organizational system. This will ensure that the differing needs and priorities of every area of the school are fully addressed and supported. In addition, the creation of these posts offers our staff opportunities for professional development and making greater contributions to our school.    You will be receiving communications from the staff concerned as they settle into their new responsibilities. We hope these roles will provide additional points of contact for families as and when the need arises.    We welcome the above staff to their new roles and look forward to their contributions to the future development of our school. | | --- | |
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