



The Awty International School  
Houston

## **DIRECTOR OF IT AND INFORMATION SYSTEMS**

*The Awty International School*

### **SUMMARY**

**Location** | Houston, Texas

**Post Date** | January 14, 2021

**Application Deadline** | February 12, 2021 at 10:00pm PST

**Remote Semifinal Round** | March 1- 2, 2021

**On-site Final Round** | March 15- 18, 2021

**Decision Announced** | April 2, 2021

**Start Date** | Ideally by mid-April, or later by mutual agreement

**Reports to** | Chief Academic Officer



**Ed Tech**  
RECRUITING



## SUMMARY

At Awty, we believe all students thrive best in a culture of vibrant diversity, and that is reflected in our community. It is not uncommon to hear other languages being spoken in the hallways or around the lunch table. In fact 61% of our faculty members identify themselves as bilingual. We value every member of our community and celebrate many traditions, which in turn helps us guide our students to become responsible world citizens. Our commitment to learning about and respecting one another's diversity brings distinct richness to students, alumni, employees, parents and our broader community.

Over the last several years, Awty has seen exceptional growth and as such has been able to invest in a world-class faculty and staff. The largest international day school in the United States, Awty has made a commitment to technology over the last several years: upgrading bandwidth and infrastructure, shifting to Apple devices for faculty, and equipping learning spaces with the best technology. The next Director of IT and Information Systems will be an important leader in helping plan for the campus of the future. This role reports to the Chief Academic Officer (CAO) and works in close partnership with the Director of Educational Technology, who also reports to the CAO.

## MISSION

The Awty International School provides a challenging education, leading to either the International Baccalaureate or the French Baccalauréat. Within a friendly and nurturing environment, which encourages learning and the pursuit of excellence, Awty celebrates linguistic, cultural and international diversity and seeks to maximize the potential in all of our students as they grow to become responsible world citizens.





## AWTY'S STRATEGIC VISION

Awty's Strategic Vision consists of three goals:

**Goal #1:** Be a One-School community, richly international, deeply bilingual, intentionally innovative, culminating in the French Bac or IB diploma.

**Goal #2:** Secure the facilities and the space needed to support our students, teachers, and programs.

**Goal #3:** Strengthen Awty's position as the leading school in Houston that makes an international life possible.

## AWTY'S HISTORY

Awty was founded in 1956 as a preschool by Mrs. Kathleen "Kay" Awty. In 1978, the school formally merged with the French School of Houston, and soon thereafter purchased the current campus property. In 1984, the school officially became "The Awty International School." In 1981, Awty adopted the FB program as part of its curricula, and in 1987 Awty adopted the IB program.

The ideals established by Mrs. Kay Awty upon her inception of the school are still reflected in the philosophy of our educators today: to establish a supportive, student-centered environment where students can reach their full potential, enriched by diversity across the campus.

To that end, Awty offers rigorous courses based on the curricula of the International Baccalaureate and French Baccalauréat programs. Each program provides an excellent framework for teaching and learning. As a school committed to incorporating the most valuable educational practices, Awty is continually finding ways to have the best of each program benefit all students at all grades.

Dual language immersion opportunities are increasing across the grades so students at all levels can complete their courses in a combination of English, French, or Spanish. Students also have the opportunity to study a third language in Middle School and Upper School.

Our international and diverse community of students and teachers from over 50 countries offers innumerable multicultural encounters and daily lessons in cultural awareness. Our faculty is highly qualified with over 63% holding advanced degrees and they bring a wealth of global experience to the classroom. This further enriches the competence of our students as they prepare to embark on their journey in our ever-changing world.



## NEW CAMPUS CENTER

The School has been advancing a facilities master plan for more than a decade; five of the seven buildings in the plan have been completed. The Campus Center is the next step. Three years in the making, this facility will be at the heart of the main campus and will provide support for 21st century teaching and learning, community connections, and STEAM (science, technology, engineering, art and math) education. Two spacious new buildings will house modern science labs, classrooms, seminar and collaboration spaces, dining facilities, a library, and a makerspace.

These new academic and social spaces will enhance our educational program and deepen community bonds by providing students, faculty and staff places to gather formally and informally, in large and small groups, indoors and outdoors. This future-proofed space will be flexible and serve multiple purposes to meet the needs of our entire community. Our students will be well prepared for a future we can only imagine.

## THREE MAJOR PRIORITIES

**Priority #1:** Building Community, including a world-class student center, dining for entire main campus and proper lecture hall

**Priority #2:** 21st Century Teaching and Learning, including a future oriented library, space for innovation and collaboration, flexible spaces and furniture, engaging group work space, and technologically advanced classrooms

**Priority #3:** STEAM, including a makerspace, cutting edge science and technology labs and cross-collaborative space for STEAM education

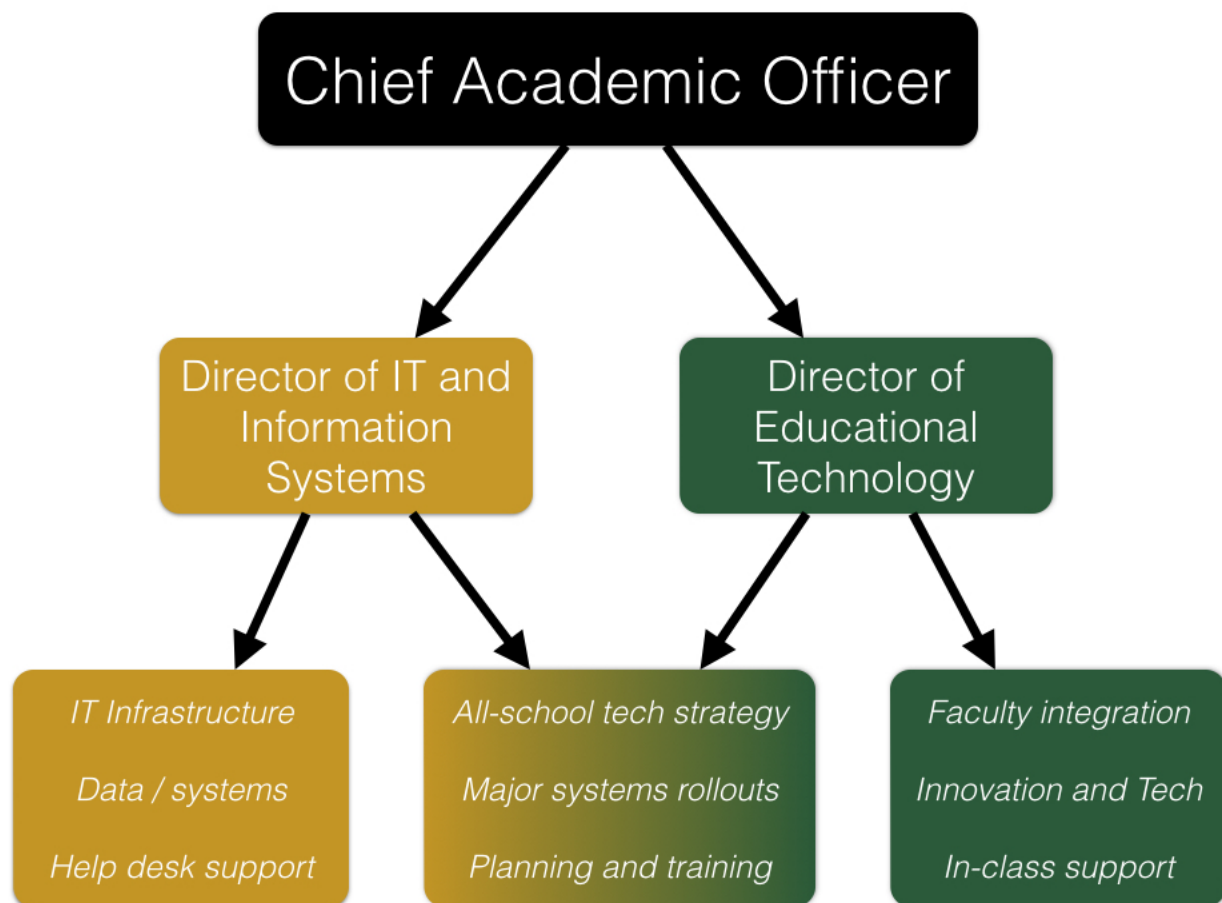
## STATEMENT ON DIVERSITY

*At Awty, we believe all students thrive best in a culture of vibrant diversity. Diversity is an essential quality of our school environment; our commitment to learning and the pursuit of excellence can occur only in such a context. It helps us guide our students to become responsible world citizens. We are a community of many cultures, languages, and countries of origin. We are also a community diverse in age, appearance, family structure, gender, gender identity, national origin, political view, race, religion, sexual orientation, socio-economic level and in the traditions we observe. We strive to be a friendly and nurturing environment for all in our community. We value every member of our community and treat all with dignity and respect. We celebrate many traditions and seek to learn from all. Our commitment to learning about and respecting one another's diversity brings distinct richness to the Awty experience for students, alumni, employees, and parents.*



## STRUCTURE OF THE ROLE

The next Director of IT and Information Systems (DIIS) will be joining a highly effective model for independent school technology leadership. At Awty instead of having one all-school tech director, there are two technology directors, both reporting to the Chief Academic Officer (CAO): a Director of Educational Technology (DET) and the DIIS. The DIIS oversees the IT and information systems department and its four members: a network manager, senior network technician, technology assistant, and a database administrator. Meanwhile, the DIIS is a crucial member of the Awty innovation team. Working alongside the DET and under the guidance of the CAO, the DIIS helps to set all-school tech strategy, oversee major systems rollouts, and support large-scale technology planning and training.





## KEY STATISTICS

**Founded:** 1956

**Location and campus:** Awty is comprised of two campus locations in close proximity: a 26-acre main campus for Lower, Middle, and Upper Schools, with dedicated classroom buildings that include science and computer labs, music studios, indoor and outdoor athletic facilities, and dining halls; and, a nearby 5-acre Early Learning Campus for PK3/PS, PK4/MS, Kinder/GS, and 1st grade/CP featuring 26 classrooms, a full gym, and dedicated indoor spaces for art, music, dining, after-school programs, and technology.

**Students:** 1717 students in PK3/Petite Section to 12th grade Terminale; Awty is a demographically diverse school with 59% of students identifying as African American/Black, Hispanic/Latino, Asian/South East Asian, Middle Eastern, Native American, or Multiracial

**Faculty and staff:** 228 faculty members; 64% hold advanced degrees; 61% are bilingual; Average teaching experience of 15 years

**Accreditations:** French Ministry of Education, The Independent Schools of the Southwest (ISAS), International Baccalaureate (IB)

**Relevant associations and memberships:** National Association of Independent Schools (NAIS), the Mission Laïque Française (MLF), the Council for the Advancement and Support of Education (CASE), the Association of French Schools in North America (AFSA), Houston Area Independent Schools (HAIS), Houston Junior Preparatory Conference (HJPC) and the Southwest Preparatory Conference (SPC), National Business Officers Associations (NBOA), Association of Technology Leaders in Independent Schools (ATLIS), Greater Houston Partnership

**Tuition:** \$24,805 (lower school); \$27,834 (middle school); \$30,236 (high school)

**Financials:** Operating budget of over \$45,000,000

**Website:** [www.awty.org](http://www.awty.org)



## QUOTE FROM THE HEAD OF SCHOOL

*“Today we are preparing our students for a future that is constantly evolving...for jobs that do not currently exist and are beyond our wildest imagination While the future is always uncertain, one thing is definite...we know our students need the cutting-edge 21<sup>st</sup> century skills colleges and employers are seeking that will allow them to adapt and transform in this ever-changing landscape.”* — Lisa Darling, Head of School



# DIRECTOR OF IT AND INFORMATION SYSTEMS

## SPECIFIC DUTIES

### *IT Operations*

- Oversee and evaluate the deployment of all hardware, software, and systems from various perspectives, including cost-effectiveness; customer satisfaction; compliance; asset management; migration, rollout, and transition; and performance
- Develop and implement the department budget; evaluate internal IT systems for performance, efficiency, and customer satisfaction; and oversee and manage all accounts, contracts and financial issues related to the department
- Ensure IT data security, risk management, disaster recovery and planning processes are in place and receive regular review for currency and adequacy

### *Data / Systems*

- Oversee the maintenance and reliability of the school's enterprise data / systems environment, including major systems such as: SIS, LMS, CMS, financial and accounting, and advancement
- Work with senior leadership and various operational and academic departments to ensure they have the necessary access to, and reporting of, data
- Coordinate technology projects with other departments and outside entities
- Serve as the school's primary project manager for enterprise-wide data transitions

### *Leadership and Strategy*

- Oversee the hiring, supervision, evaluation and growth of all technology staff, and ensure that the department structure supports the school's needs and goals
- Develop and maintain strategic and operational plans for technology that are aligned with departmental needs, school values, and organizational culture
- Lead and direct IT governance, planning, policy development, and procedures, including those for architecture, security, disaster recovery, standards, purchasing hardware and software deployment, and service provision
- Anticipate the needs of diverse constituents, monitoring trends and innovations in the industry and making actionable recommendations



## QUALIFICATIONS AND QUALITIES

### Professional Qualifications:

- A bachelor's degree from an accredited college or university is a minimum requirement, though a graduate degree is highly desirable
- Prior enterprise technology leadership experience, preferably in a school

### Leadership and Personal Qualities:

- Extensive technical knowledge in areas of IT security, network components, computer operating systems, protocols and standards
- Excellent budgeting skills with the ability to plan strategically and cost-effectively and prioritize resources
- Proven supervisory and staff development skills, coupled with strong interpersonal skills and the ability to work effectively with a wide range of constituents in a diverse community
- Inspirational, pragmatic, diplomatic and patient leadership
- An enjoyment from working in a youth-centered academic environment
- Flexibility, creativity, and sense of humor

## HOW TO APPLY

Ed Tech Recruiting is acting on behalf of Awty to identify exceptional technology leaders to fill this leadership opportunity. Applications will be considered through February 12, 2021. An application requires submitting four PDFs online, via:

[www.EdTechRecruiting.com/jobs/Awty](http://www.EdTechRecruiting.com/jobs/Awty)

- Cover letter introducing yourself to the Awty search committee
- CV or résumé
- A list of four references (include each person's name, current organization, title, phone number, email, and past connection to you—though we will not contact any references without obtaining your permission first)
- A response to the following prompt:

*What are essential elements of a technology governance framework for IT and information systems at a large K-12 school?*