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KUWAIT

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Creating
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RECRUITMENT BROCHURE



THE PEDAGOGICAL LEADERSHIP TEAM



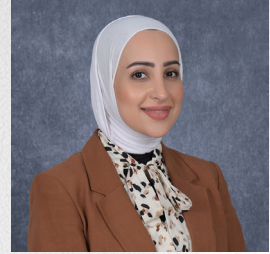
Mr. Wayne Richardson
Director



Mr. Paul Said
Deputy Director



Ms. Tahani Hashem
Head of Teaching &
Learning Center



Ms. Sura Abdul-Niby
PS Principal



Ms. May Al Andary
PS Assistant Principal



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ES Principal



Ms. Lina El Soury
ES Assistant Principal



Ms. Sagal Ali
ES Assistant Principal



Mr. Nehme El Kourani
MS Principal



Ms. Katrin Gendy
HS Principal



Dr. Jeanette Al Sabah
HS Assistant Principal



Mr. Khaldoun Al-Ababneh
HS Assistant Principal

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Welcome

to Al-Bayan Bilingual School (BBS)

The Pedagogical Leadership Team (PLT) welcomes your interest in becoming part of the teaching community at BBS. We are an outstanding, non-profit, international-curriculum bilingual school, serving children who reside in Kuwait.

BBS seeks professional, experienced, dynamic and creative educators to enhance the school's efforts at positively influencing the lives of our students. We seek strong teachers who not only understand the importance of collaborating to follow a designed curricular program, but who are also capable of bringing their own creativity to the process. We constantly work to improve and invigorate an already well-defined and comprehensive Pre-K through 12 program of instruction.

The Kuwait educational community in which we operate is extensive. Our city probably contains more English-language international schools than any other international capital city of any size. Although the size and potential of this educational community alone is impressive, we are proud to say that BBS stands out as a leader in this educational melting pot as a non-profit institution, and provider of a unique bilingual educational program directed by highly focused professional educators.

The information in this brochure is only a fraction of the information about BBS available to you. Be sure to check the school's website at www.bbs.edu.kw.

The site contains information about almost every aspect of the school; including handbooks, pictures, news, and much more.

We hope you will be able to make good use of the resources provided. We look forward to meeting with you and discussing the possibility of having you join our school team.



Mr. Wayne Richardson
Director



Mr. Paul Said
Deputy Director



School Profile ...

BBS was founded in 1977 to provide quality education to students in the Arab world.

The school offers a bilingual education in Arabic and English in which both languages carry equal emphasis and status.

BBS emphasizes Arab culture, traditions, heritage and identity while preparing its graduates for university placement throughout the world.

Organization

The school is not-for-profit and is privately owned and operates under the jurisdiction of the Kuwait Ministry of Education for the Private Sector.

Mission

BBS is an Arabic and English learning community nurturing compassionate and innovative students, leading sustainable change and progress in Kuwait and the global environment.

Campus

BBS (KG1 through High School) is housed on a spacious and well-equipped campus situated in the Hawally suburb of Kuwait City.

Curriculum

The current strategic planning framework guides whole-school planning. Curriculum mapping is carried out using the Atlas Rubicon Curriculum Mapping software. The curriculum is based upon the acquisition of sequenced core standards and benchmarks, in all subjects, at each grade level.

BBS operates a core program based upon developmentally appropriate standards that students should master at each level of the school curriculum.

The mastery of the academic program is evidenced by continuous assessment plus formal semester examinations of course content in Middle School/High School.

The English core program utilizes the AERO standards from the US State Department throughout the school.

Arabic subjects follow the Kuwait Ministry of Education syllabus, with many supplementary materials added.

Accreditation

BBS has three full accreditations from:



- Ministry of Education for the Private Sector [Kuwait]



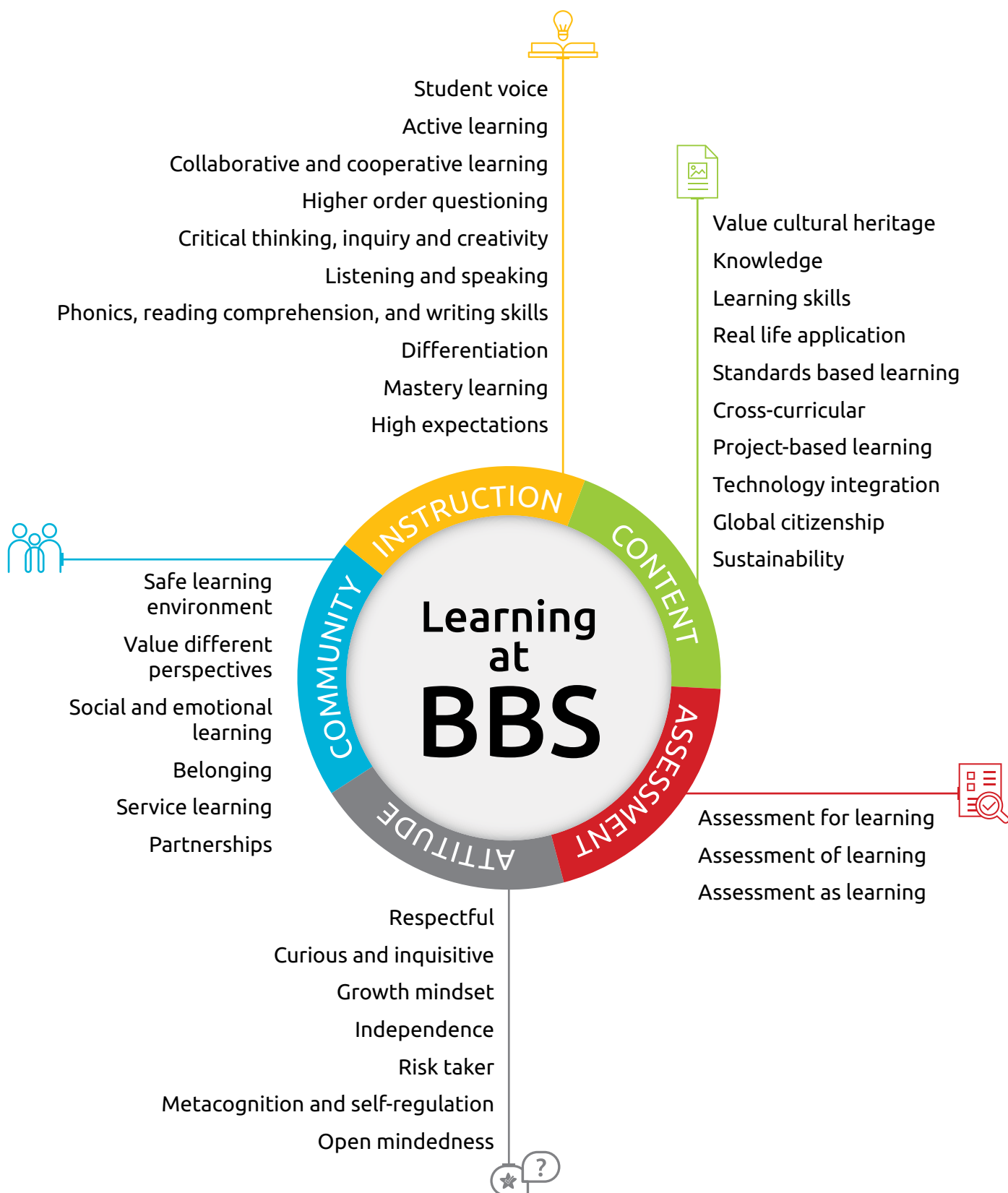
- The Council of International Schools [Netherlands]



- New England Association of Schools and Colleges [USA]

Learning at BBS ...

Learning is a process by which information and experiences are transformed into meaningful knowledge and skills.



Al-Bayan Objectives

BBS prepares and inspires its students to be:

- Fluent in Arabic and English
- Critical thinkers and lifelong learners
- Independent and collaborative
- Innovative and creative
- Ethical and compassionate
- Civically engaged locally and globally
- Environmentally conscious



Faculty

There are 382 full time faculty and staff members representing 26 nationalities drawn largely from the Middle East, US, Canada, UK, Jamaica, India, South Africa, Australia and Eastern Europe.

BBS aims for teachers committed to the following:

- Living the mission of the school
- Serving children's needs in a selfless manner
- Attaining professional standards and demonstrating openness to change
- Being involved with children during and after school hours
- Participating in professional development, school and staff development initiatives, committees and workshops
- Portraying high standards of professional behavior and communication
- Attaining clearly articulated standards; focusing on higher order thinking skills, creative problem solving skills and encouraging "learning how to learn".



Calendar

- The academic year is divided into two semesters: **September to January** and **February to June**.
- The **school week starts on a Sunday** and ends on **Thursday** with Friday and Saturday being the weekend.
- The school day for **faculty begins at 7:00 am** and ends at **2:50 pm**.
- Extra-curricular activities, meetings, etc. begin after the end of the school day.



Enrollment

The current enrollment (September 2025) is 2,492. Of the total, 2,339 are host country nationals and 153 are a mix of different nationalities such as Americans, Lebanese, Jordanians and other.

KG to Grade 5	Middle School	High School
1261	567	664

Class size:

The current information states the class size is set at 20-25 for KG to Grade 5, 25 for Middle and High School.



LEARNING SUPPORT Services

The Learning Support Services at BBS aim to ensure that every student has access to the curriculum, with targeted interventions and personal support they need to succeed in their learning journey. Our team of Learning Support Specialists and School Counselors collaborate with teachers, support staff, administrators, students, and families to provide comprehensive guidance.

Together, they help plan students' personal, academic, and career pathways while addressing diverse learning needs through effective and supportive strategies.

Makerspace

The Makerspace is an inspiring and innovative learning environment that gives our students the freedom to be creative and collaborative through the use of different materials and tools.

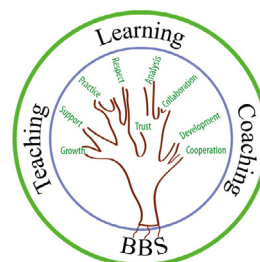
Stations include:

- 3D printing and design
- Robotics
- Drone
- Sewing machines
- Green screens for photo and video
- Laser cutters
- Electronics
- Coding
- Woodwork



Teaching & Learning Center

Our "Teaching & Learning Center", a first in Kuwait if not the region, comprises 5 Instructional Coaches who work with teachers to help them with IT skills, pedagogy and best practices as we transform how teachers teach and therefore how students will learn.



Counseling and Nurse's Station

BBS has on-site counselors to support children's social and emotional needs. The nurses oversee the physical well-being of both children and staff members. They are always available to help children, teachers and families who have any concerns.

Professional Development ...



BBS understands how important professional development is to a school and its teachers. This is why the school funds many initiatives that result in student progress. Our goal is always to benefit the child. This can be accomplished through school wide training initiatives, bringing experts to Kuwait or by sending teachers to conferences in the region, or worldwide. Alternatively, it can be done through online experiences.



At BBS we are committed to modeling character development to our students. We do this by the school wide implementation of Learning Circles. It is a research based process that creates a classroom culture that maximizes learning and social development.



BBS offers monthly Early Release/ PD Days during the year that provide ongoing training and development to all staff on teaching and learning. Also, a portion of the PD days follows the PLC process in which staff members work collaboratively in cycles of inquiry and action research to achieve the desired goals.

“At BBS we are committed to modeling character development to our students.
We do this by the school wide implementation of **LEARNING CIRCLES**”



The Preschool...

Structure of the Preschool

Our Preschool program includes 8 KG1, and 8 KG2 classes; Arabic and English classrooms consist of a teacher and a teacher assistant. Music classes are provided in both languages, in addition to P.E. lessons and weekly visits to the Atelier, for discovery and exploration. These additional enrichment experiences are built into students' weekly schedules and are taught by specialists.

In Preschool, the school day timings are from 7:00 to 2:50 for teachers and from 7:30 to 12:30 for students. The day is comprised of blocks of English and Arabic instruction that are equally divided, as well as a mid-day break for children to eat snacks and enjoy recess.

"The program is inspired by the REGGIO EMILIA philosophy to early childhood learning"

Language Arts

The Language Arts curriculum is based on the American Education Reaches Out (AERO) standards curriculum. This curriculum has been broken down across the preschool with standards being appropriately assigned to align through each grade level, ensuring the scaffolding of learning, from KG1 to KG2. The areas covered in the English curriculum include reading, writing, listening and speaking, language foundation, and reading foundational skills.

Additionally, we have adopted the UFLI phonics program which will continue through to grade 5. This program will support students to further develop their literacy and reading skills through engaging, streamline lessons.



Assessment

Assessments are ongoing throughout the school year and are comprised of various forms of formative and summative assessments. Each grade level team develops common criteria. Documentation is also a form of collecting evidence and monitoring growth, through photos, videos, voice recordings, note-taking, and student work.

Reporting takes place three times a year with one progress report in November and two report cards in January and June, followed by parent/teacher conferences in the Fall and Spring.



Art and Technology

Art and technology are integrated within the centers of instruction for Literacy and Science skills. Curriculum content is delivered through multiple technology platforms. Additionally, classrooms are equipped with a smart board, iPads, a projector, and a document camera.



The Elementary School ...

Learning Environment and Philosophy

The Elementary School provides a vibrant, student-centered learning environment designed to cultivate curiosity, independence, and creativity. Its mission is to ensure that every child feels supported, challenged, and inspired during the foundational years of learning. With approximately 994 students across Grades 1–5, the school maintains a maximum class size of 25 students, allowing teachers to offer individualized attention and foster strong relationships within each classroom community.

“Teaching for meaning”



Classrooms are structured to promote student engagement through interactive lessons, flexible groupings, and real-world applications of core subjects. Teachers model a growth mindset and encourage students to develop persistence, curiosity, responsibility, and respect for themselves and others.

Bilingual Curriculum

The curriculum follows a bilingual model that integrates both **English** and **Arabic** to reflect the school’s cultural context and global expectations. This dual-language approach enhances cognitive flexibility, communication skills, and cultural awareness.

- **English Instruction:** English Language Arts, Math, Science, Protect ED, Computer Studies
- **Arabic Instruction:** Arabic Language, Religion, Social Studies
- **Dual-Language Subjects:** Library, Music, and Project classes that encourage creative and cross-disciplinary learning



Technology plays a vital role in daily instruction. Each classroom is equipped with an interactive whiteboard, and students regularly use digital devices to enhance research, collaboration, and problem-solving. A fully equipped computer lab supports specialized instruction, while ongoing technology upgrades ensure students remain prepared for a rapidly changing world.

Assessment Framework and Academic Support

Student progress is measured through a combination of diagnostic, formative, and summative assessments that guide instruction and identify areas for support or enrichment. Teachers also conduct regular reading assessments and administer MAP testing to track growth in core subjects.

Assessment is paired with meaningful feedback, family communication, and structured reporting. The academic year includes a first-quarter progress report and two semester report cards. Grade-level teams collaborate to design common assessments, ensuring consistency and shared expectations across the school.



Extra-Curricular Activities and Enrichment

The Elementary School extends learning beyond the classroom through a wide range of clubs, activities, and sports teams. These programs nurture student interests and talents, from arts and music to athletics, and leadership.



Counseling and Student Well-Being

Student well-being is considered a shared responsibility across all faculty. Homeroom teachers play a central role in monitoring daily student welfare, supported by specialist teachers and the counseling team. Counselors provide individual support, social-emotional learning programs, and guidance to ensure students feel valued, understood, and equipped with essential life skills.





The Middle School...



"Our program inspires student achievement and a strong sense of community, self, and values"



Structure of the School

The Middle School is designed to meet the unique needs of the emerging adolescent. These needs encompass physical, psychological, intellectual, social, and moral needs. Our program inspires student achievement and a strong sense of community, self, and values.

As a bilingual school, students are expected to perform at a high academic level in both English and Arabic. Mastery of both languages is required for all students.

Our staff are organized into grade level teams and academic departments. Subjects are departmentalized, however, interdisciplinary units are encouraged. Each department has a standards-based curriculum. Heads of Department support and guide staff in curriculum development and implementation. Collaboration and team planning are utilized when developing units of study/assessments. Grade Level Coordinators address common grade level concerns. There is a strong emphasis on teaching reading and writing skills across the curriculum. Mastery of skills, application of knowledge, and a love of lifelong learning is emphasized. Similar programs are offered in Arabic. Adequate individual, grade level, and department planning time are scheduled during the day to allow staff to meet and plan.

Technology

A substantial amount of financial resources has been committed to upgrading the school's educational technology. Classrooms are standardized with a teacher laptop and Smartboard. The school is a wireless learning environment and students bring their own laptop to school each day. We utilize e-textbooks in some subject areas. Skoolee supports electronic grade books, parent communication, etc. Schoology is also utilized as the school learning management system. There are also two MS IT Labs.

Assessments/Grading

Staff utilize a variety of assessment techniques. Assessments are used to help "drive" instruction. MAP testing is used to help focus instruction. Grades are reported to parents, via a report card, three times throughout the school year. There are no end of semester exams, we follow continuous semester assessment policy. Parent-Teacher Conferences are scheduled throughout the year.



Electives

Students are able to select from a wide variety of electives including:

- Music
- Art
- Leadership
- MUN
- Entrepreneurship
- Drama
- Robotics
- First Aid
- French

and more



The High School...

Academic Program

- English dominant, though still bilingual
- Diverse teaching staff
- American curriculum
- Standards-based approach
- 17 Advanced Placement (AP) Courses

"The High School program fosters the development of academically proficient, confident, capable, balanced and responsible students"



Active Student Life Programs

- Member of local and international sports/activities conferences
 - Sports: Volleyball, Soccer, Basketball, Track & Field, Badminton
 - Non-athletic activities: Academic Games, Speech and Debate
- Strong Model United Nations program
 - Organize and run annual PEARL MUN conferences
 - Travel to international conferences
- Active National Honors Society
- Hand-in-Hand community service organization
- Week without walls/service-leadership international trips
- Successful entrepreneurial programs

Technology Forward

- BYOD
- Touch screen starboards
- Wi-Fi
- Green screens
- 3D printers
- Laser cutters
- CNC router



Facilities

- Fully equipped Science labs
- Makerspace
- Media center
- Gymnasiums and weights room
- Computer labs
- Theater
- Art rooms

Graduates

- Independent
- Creative
- Mature
- Confident
- Innovative
- Balanced





The Student Life Department ... Athletics and Cultural Activities

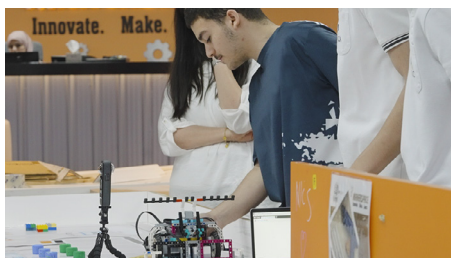
Al-Bayan Bilingual School is not only a leader in the area of academics but also in extra-curricular activities.

Participation in school activities are a vital component to the success of many students at BBS. We believe involvement in such activities develops many great qualities.

Our program inspires all students to develop and enhance their potential through innovative, comprehensive, and high achieving programming within and beyond the classroom.

Our success is driven by our school's commitment to activities, parental support, quality coaches, and active involvement of our students. Our goal is to provide our students with a wide range of opportunities that help them explore their interests, develop their talents and guarantee their active participation.

The Student Life Department provides the following activities for students:



Athletics

Participation of school teams in different sports such as, Football, Basketball, Volleyball, Track & Field, and Badminton. BBS is a member of the Kuwait American Schools Activities Conference (KASAC), and a founding member of the international Oasis Activities Conference(OAC).

Activities

Participation in academic programs such as: Speech & Debate, National Honors Society (NHS), National Junior Honor Society(NJHS), Model United Nation(MUN), Academic Games, Robotics, and Music and Art festivals.

Trips (Internal & External)

Such as Book fairs, College fairs, Leadership trips to Oman, Community Service Trips to Thailand and Nepal, and Athletic Trips.

Afterschool Clubs (Sport & Non-Sport)

The afterschool clubs program for PS, ES, and MS students include a variety of different clubs such as football, mini-tennis, kickboxing, robotics, art, music, drama, chess, yoga, and more!

Camps (Summer & Winter)

Winter and summer camps take place during winter and summer holidays. Both camps include variety of activities such as: Cooking, Fun Games, Swimming, Basketball, to name a few!

Teacher Housing ...

Sabah Al Salem Residential Compound

Built on a residential housing estate, the apartment complex makes it a truly special opportunity for our staff to live in a calm and secluded area, well connected with major highways, walking distance to shops and close to public transport services. The apartments are modern, fully equipped, elegantly furnishes, and ready to move in.



The compound boasts a gym and aerobics area, pool, barbecue and play areas, car park, storage, in addition to common terraces, and common lounges.

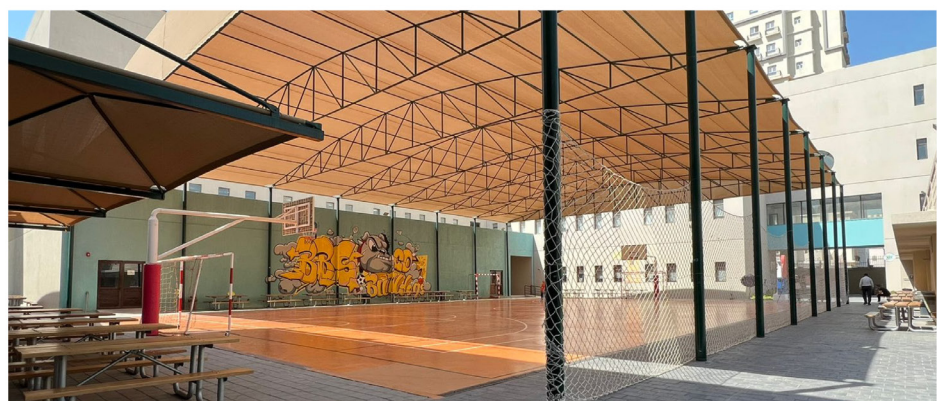
Watch the Teacher Housing [video](#) under the New Hires page.



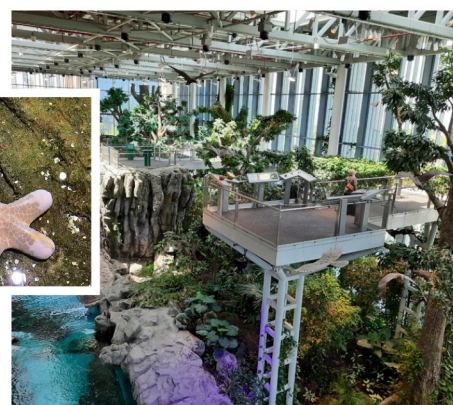
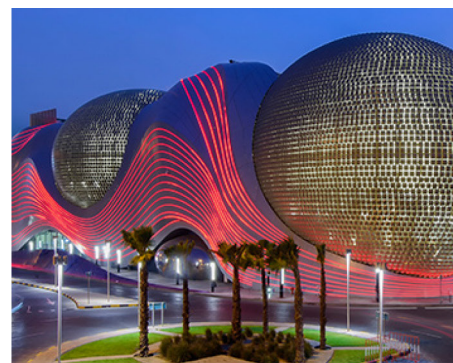
Staff Daycare ...



Facilities, Staff Lounge & Gym ...



Kuwait Attractions ...



1. The Avenues Mall
2. Al Mubarakia Market
3. Kuwait Towers & other Touristic Attractions
4. Sheikh Jaber Cultural Centre
5. Sheikh Abdullah Al Salem Cultural Centre
6. Golfing - Diving

and more

Testimonials ...

- *"In Preschool we all work together as one family."* - Preschool Teacher
- *"My favorite thing about BBS is working as a team and always having the opportunity to grow as a teacher."* - KG Teacher
- *"The schools' orientation for new hires has been the best experience for me. Have not seen anything better than this."* Elementary School Teacher
- *"BBS is changing to student centered learning so the kids are getting used to that. It is a very rewarding experience, challenging at times, but if you're up for it you will gain a lot of experience and help the school get where it needs to be."* - Elementary School Teacher
- *"I enjoy working at BBS because of the positive environment!"* - Middle School Teacher
- *"This is my 9th year at BBS and I could not recommend it more highly the faculty, the administration, the board everyone supports what we're doing. We are a rigorous school, as a college prep school, and our kids you can't beat them!"* - High School Teacher
- *"I really love BBS and I feel like I belong to it. It's such a big campus and such an open space and you feel like whatever you want to do you can do it and they give you the opportunity to do it. I spend 13 hours a day here and it does not get boring at all because of all the things we can do. Even in classes, although they might seem to be boring but they are not at all and that is because of the teachers who know how to make it fun and interesting for the students."* - High School Student
- *"I love studying here in BBS because they offer us a variety of classes to choose from, there are also multiple choices of extra curriculum activities such as sports, student council and after school clubs. They also give us a proper education that teaches us many different things about the world."* – Middle School Student

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SCAN for location



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