



**what is
your
next
school
like?**

Istanbul, Turkey

**ENKA
SCHOOLS**
ENKAlı Olmak Ayrıcalıktır

Mission

To lay the intellectual and behavioral foundations that will prepare and motivate students to develop to the full extent of their capacities, and to employ the mental skills and ethical habits that foster freedom of thought and action, thus helping them be leading citizens of the world.

Philosophy

ENKA Schools exist to further the ethical, physical, and intellectual development of children.

Our educational program promotes student-centered independent learning. It helps students to develop intellectual discipline through inquiry underpinned by knowledge. It teaches students to take responsibility for their actions and become independent learners.

We create learning environments that promote curiosity, investigation, and discovery.

Students, teachers, and parents are encouraged to commit to the life and mission of the school, forming a community dedicated to a lifetime of learning and service.

Principles

Developing the Learning Community *We believe...*

- In the centrality of learning rather than teaching; and
- In the richness of each stage of human development and the uniqueness of each person.

Developing the Individual *We believe...*

- In the importance of character above all else;
- In a commitment to the best that is within each person; and
- Acting in the Local and Global Community.
- We respect all members of the community and diversity within the community.
- We recognize that the individual and the community are interdependent and have mutual responsibility.
- We advance the common good by serving the local, national, and international community.
- We commit to raising global consciousness among all members of the school community.
- We know, appreciate, and embrace the importance of bilingualism for the individual and the society.

We take child protection seriously and require our employees to also. In alignment with the International Task Force on Child Protection aims, we hold ourselves to a higher standard of recruitment practices.



Our School

ENKA is a private, non-profit Pre-K – 12 co-educational day school in Istanbul, Turkey. Founded in 1996 as a center of educational excellence in the cultural capital of the country, our school provides an inspirational model for schools within Turkey and internationally.

Among the school's core values is teaching by modeling its most steadfast principles: the value of hard work, the importance of intellectual pursuits, the necessity of respectful debate, the development of resilience and self-determination, and the ability to convert visionary thinking into reality.

ENKA is committed to IB principles and practices which shape the teaching and learning in the school. ENKA was the first Turkish school in the country to be authorized by the IB to offer the PYP.

Accreditations & Authorizations

- Turkish Ministry of Education (MEB)
 - Council of International Schools (CIS)
 - New England Association of Schools and Colleges (NEASC)
 - Fully authorized to deliver the International Baccalaureate DP, MYP, and PYP
 - Fully authorized by the College Board to offer Advanced Placement (AP) courses.
- ENKA is an SAT and AP testing center.



100% of students
continue on to
higher education

80% of graduates attend
universities abroad

41% of High School students
are recipients of academic scholarships

10% of students are dual citizens

5% of High School students are
recipients of elite athlete
scholarships, with many
competing on Turkish national
teams or individually at the
international level.

Top 0.7%

in nation.
Transfer students
accepted to
High School this
year scored in
the nation's
**top 1 percentile
on the High
School Entrance
Exam (LGS).**

Our Students

Enrolment

Pre-School	142	68
Primary School	315	Students
Middle School	340	in the
High School	394	Class of
TOTAL	1191	2023



Our Dedicated Faculty

Teachers are what make a school. The teaching staff at ENKA is comprised of carefully selected, highly-qualified and experienced educators from both Turkey and a variety of other countries. We benefit from the stability provided by many long term faculty members as well as from the dynamism provided by new teachers and a diverse blend of cultures joining us.

The recruitment of quality staff from around the world helps drive continual improvements in our programs. As a community of lifelong learners, the ideas and energy arising from incoming ideas and new collaborations spur our organization's growth.

A bilingual professional community is fostered within the school.

INTERNATIONAL

11 nationalities
5 continents



166 Turkey

23 USA

13 UK

4 South Africa

2 Australia

1 France

1 New Zealand

1 Zimbabwe

1 Korea

1 Costa Rica

1 Venezuela

2% Africa
1% Asia
84% Europe
12% N. America
1% Oceania

EXPERTS

IB Consultants
IB Examiners
IB Curriculum Developers
IB Workshop Leaders
Apple Distinguished Educators
Microsoft Innovative Educators
Curriculum/Textbook Authors
CIS Accreditation Evaluators



EXPERIENCED

15 years experience
on average



EDUCATED

100% Bachelors
Degrees
55% Masters Degrees
4% PhDs



STUDENT-FOCUSED

7:1 student to
teacher ratio



LIFELONG LEARNERS

ALL faculty
complete annual
professional
development
inhouse or abroad



THOUGHT LEADERS

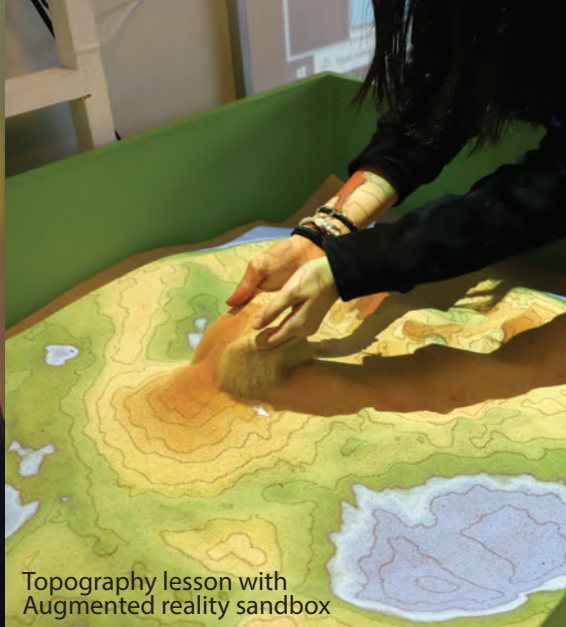
Faculty and leadership
team frequently invited to
present at national and
international conferences



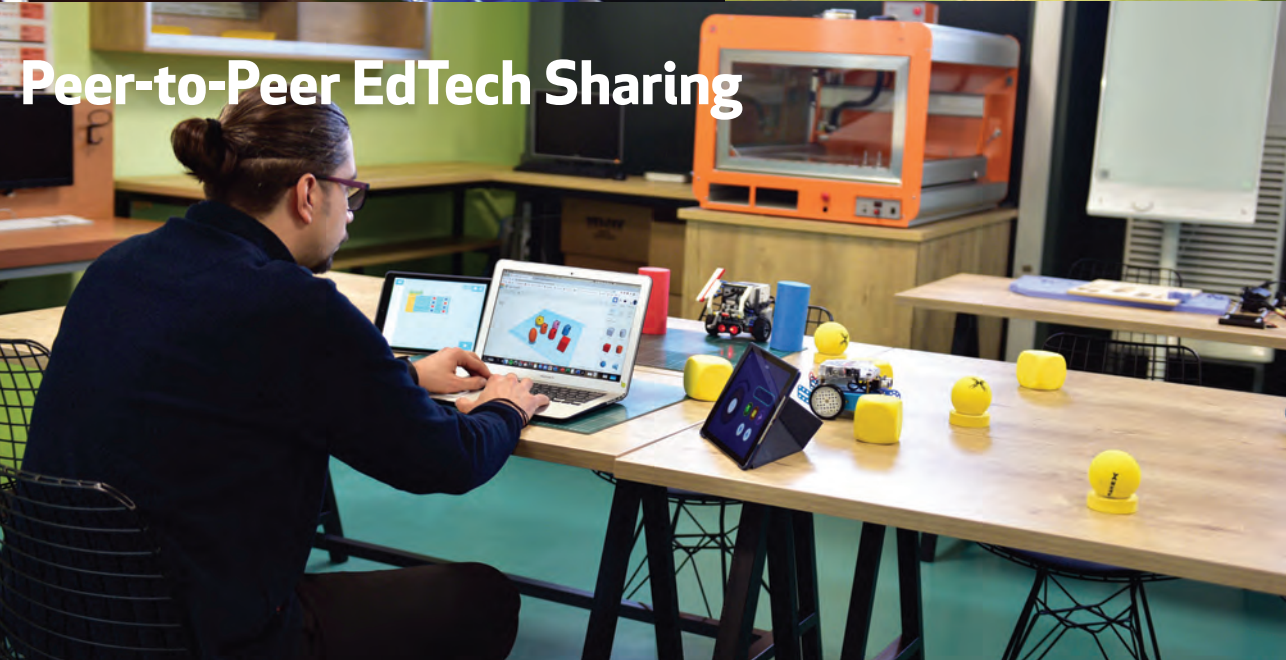
ESTABLISHED

Low turnover
of faculty.
Average length of
stay 7 years





Topography lesson with
Augmented reality sandbox



Peer-to-Peer EdTech Sharing

WHAT WE VALUE...

Making Learning Personal

Each learner is unique. Each child needs an array of opportunities to succeed in their learning journey. ENKA is dedicated to developing in its faculty the capacity to differentiate in the classroom.

ENKA is committed to ongoing professional development to help our teachers make learning flexible, relevant, and engaging for every learner in our community.



Inspiring Students

We all learn best when we are inspired. It is our active goal to maintain a staff whose enthusiasm and expertise helps shepherd our students' intellectual curiosity and develop their global mindedness, inside the classroom and beyond.



Our Benefits

ENKA offers a competitive salary and benefits package for overseas hires.
ENKA benchmarks its package regularly against a group of comparable schools.

Benefits for teachers hired overseas include:

- Salaries are paid net in Turkey in USD (ENKA pays the Turkish tax)
- Assistance and support in managing all standard visa, work permit, and residency permit processes for you and one dependent (school pays for work and residency permits)
- Baggage allowance at beginning of contract
- Settling-in allowance
- Housing and utilities allowance
- Private medical, life, long-time disability, and housing insurance
- Tuition discount for qualified dependents EY3-G12
- Airfare for employee, spouse and minor children at start of contract
- Airfare for employee and spouse at end of contract
- Roundtrip airfare allowance for employee, spouse, and minor children every year
- School lunch

"The whole school goes out of its way to ensure one feels at home as much as possible."

Tholiwe Dube, IBDP Language A Teacher, joined ENKA in 2014

Our Campus

The campus is situated in the heart of the new business center on the European side of Istanbul on 16 acres within the ENKA Sports Facility. The range of facilities demonstrates the importance ENKA places on contemporary education, sports, and the arts. The school's academic facilities include three full science labs, three libraries totaling 40,000 volumes, computer labs, a multimedia room, and contemporary purpose-built classrooms. In addition to these, it has a theater/auditorium, an amphitheater, an art gallery, two indoor pools, an outdoor Olympic sized pool, 12 tennis courts, a full gymnasium, a fitness center, and a tartan track and field ring.



Modern Facilities



WHAT WE PROVIDE..



Our Community

Our student body is stable, with the majority of students starting ENKA in the Pre-School years and remaining through Grade 12 graduation. This offers a unique continuity and the opportunity for teachers to witness the long term impact of the developmental foundations they help establish. It also affords the school the chance to develop deeper rapport with the parent body.



WHAT OUR TEACHERS LIKE ABOUT WORKING HERE...

Here are just a few comments from our faculty. We welcome you to contact our current faculty to ask about our school.

Supports Professional Development

"We have one of the largest budgets for PD and all you have to do is come up with an idea and apply."

Ben White, Pre-School Teacher, joined ENKA in 1999

Focused on EdTech

"Our school is tech forward and supports continual development of our EdTech offerings and integration, putting emphasis on ensuring the EdTech we select is meaningful and supports learning outcomes. The school leadership encourages us to be solution-oriented change makers."

Mert Demiray, Educational Technology Teacher, joined ENKA in 2018

Central, Spacious Campus

"We have up-to-date resources and state of the art equipment, a beautiful building, and well kept grounds."

Tholiwe Dube, IB DP Language A Teacher, joined ENKA in 2014

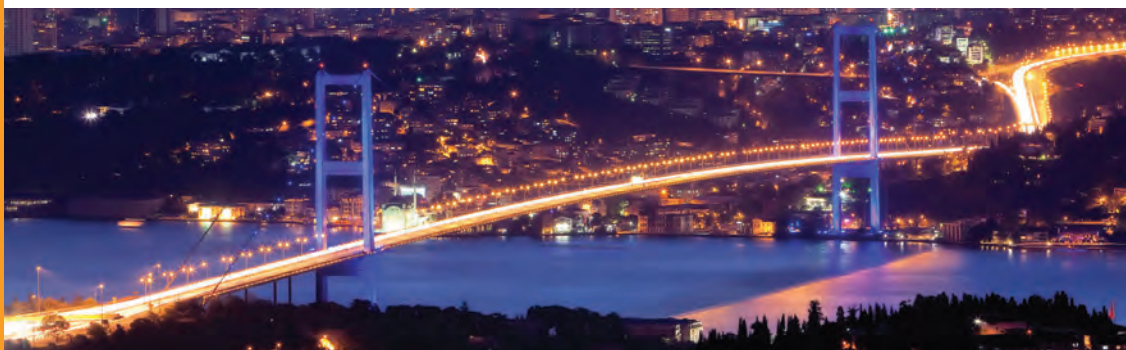


WHAT OUR CITY OFFERS...



Incredible Istanbul

Istanbul is both old and new, a cultural treasure chest and a cosmopolitan metropolis. One time capital of the Byzantine and the Ottoman empires, the city is rich with history, boasts an energetic atmosphere, and holds an inexhaustible range of things to do and see. Istanbul was ranked in the top 20 between London and Bangkok as a top city destination in **Conde Nast's** 2017 Reader's Choice Awards.





Living in Turkey

Turkey is a blend of Western and Eastern traditions. Though it is a Muslim country, it also has Mediterranean overtones and a secular (conservative) government. Its economy and political systems are based on Western models. Typical attire is a conservative Western standard.

The Turkish culture is warm and welcoming, particularly towards children.

Turkey's natural beauty and historic sites give endless opportunities for travel. Turkey's amazing archeological sites range from pre-Sumerian civilizations to the Ottoman Empire. You can tour places once inhabited by Aristotle, Alexander the Great, Helen of Troy, Rumi, St. Paul, and innumerable others.

Aegean and Mediterranean coastal towns are one hour away by air while the closest winter sports venues are just a few hours' drive from Istanbul.



HOW TO KNOW IF OUR SCHOOL IS RIGHT FOR YOU...

Every teacher's needs are different, and it is important to us to have a happy faculty. Happy teachers make a better learning environment for our students.

We invite you to get a glimpse of our school culture via our website or contacting a current staff member. If our school's values and culture resonate with your professional philosophy and aims, then we would like to hear from you.

Please email us at: **recruiting@enka.k12.tr**

ENKA SCHOOLS

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Fun Facts about Turkey



Shopping is part of Turkey's heritage!

It has one of the world's oldest and biggest malls. Built in the 15th century, Istanbul's Covered Bazaar holds more than 4,000 shops.



Not so tongue-twisting!

Despite appearances, Turkish is surprisingly easy with a totally phonetic language and only three irregular verbs.

Firsts in flight...

Hezarfen Ahmet Çelebi, 17th century Turkish scientist, became the first human to successfully fly with artificial wings while Sabiha Gökçen, one of Atatürk's eight adoptive children, was the world's first female combat pilot, completing 32 combat missions in the 1930s.



The nurse will see you now...

The practice of smallpox inoculation was brought from 18th century Ottoman harems to England by the wife of England's ambassador to Constantinople, Lady Mary Wortley Montagu. Later, Florence Nightingale pioneered hygienic nursing techniques during the Crimean War in Üsküdar, Istanbul.



Tiptoe through the Tulips...

Turkey brought tulips to the world, introducing them into Europe in the 16th century. The Ottomans cultivated almost 1300 varieties.



Santa Claus is from Turkey!

Saint Nicholas was a bishop in Myra in the 300s and his tomb is in Demre, near Ephesus.

