

Stephen P. Conroy

International school leader with a decade of Grade 6–12 leadership in Hanoi and Hong Kong, who believes every student should be challenged and set up to succeed, never one without the other.



✉ hello@stephenconroy.me

🌐 stephenconroy.me

in linkedin.com/in/stephenconroyeducation

EXPERIENCE

Hong Kong International School

Hong Kong

Middle school of **800 students** within a school of **3,000+** across two campuses

○ Middle School (G6–8) Associate Principal

2021 – 2026

- Served on the Educational Leadership Team, driving schoolwide strategic priorities and cross-divisional initiatives
- Led instructional growth for 70+ faculty through classroom presence, Danielson-grounded feedback and evaluation, and professional learning communities
- Deepened faculty understanding of Universal Design for Learning as HKIS built a more integrated MTSS framework with Pathways to Inclusive Education
- Partnered with admissions on the placement and support of incoming students, and led faculty recruitment, growth and retention
- Led the student life team, the advisory program and the Grade 5–6 transition
- Led and supported child safeguarding cases
- Aligned instructional practice, grading and reporting with the High School ahead of HKIS's 2026–27 move to a secondary model
- Reimagined the US\$1 million “week without walls” program, designing developmentally appropriate experiences aligned with the school's student learning results and focused on authentic service learning

Concordia International School Hanoi

Hanoi, Vietnam

Joined in the school's fourth year with **186 students** on a temporary K–10 campus; by 2021, **500+ students** on a purpose-built campus

○ Middle School (G6–8) Principal

2019 – 2021

- Shaped institutional strategy and whole-school direction as a member of the school's Senior Leadership Team
- Led a divisional faculty and staff of 20+, overseeing day-to-day operations, instructional supervision, recruitment and contract renewals
- Partnered with admissions in reviewing every Middle School applicant
- Developed and implemented the Middle School schedule in partnership with the High School leadership team
- Coordinated and evaluated the annual divisional budget, and managed external vendors for athletics, activities and experiential learning
- Hosted quarterly family town halls, tailored to the school's Vietnamese, Korean and Japanese communities
- Carried a leadership role in the WASC accreditation process

AREAS OF EXPERTISE

- Middle & Secondary Leadership (G6–12) & Transitions
- Instructional Supervision & Teacher Growth
- Curriculum, Assessment & Standards-Based Grading
- Advisory, Student Life & Well-being
- Safeguarding & Child Protection
- Inclusion, MTSS & Universal Design for Learning
- Timetabling, Staffing, Budget & Vendors
- Admissions & Student Placement
- Multilingual Learners (WIDA & MAP)
- Family Engagement in Multilingual Communities
- Experiential & Service Learning
- Accreditation & School Improvement

EDUCATION

M.S. Secondary Education

Queens College, New York

Teaching Certification:

English Language Arts 7–12, 2012

B.A. English & Rhetoric

Binghamton University, New York
2007

CERTIFICATIONS

School Administration License

Washington, District of Columbia
January 2020

Certificate in International School Leadership

Principals' Training Center
July 2017

EXPERIENCE · CONTINUED

Concordia International School Hanoi

Hanoi, Vietnam

○ **Secondary School (G6–12) Assistant Principal** 2016 – 2019

- Supported the secondary school’s English language acquisition strategy, recruiting and supervising two EAL teachers and making change-of-service and exit decisions with them using WIDA, MAP and classroom performance
- Developed and implemented the secondary school schedule and proposed annual FTE across Grades 6–12
- Coordinated curriculum development and the implementation of standards across the secondary school
- Shaped and executed the division-wide professional development strategy alongside senior leadership
- Served as AP exam coordinator, with a leadership role in WASC accreditation
- Built the secondary school’s university advising from the ground up
- Stepped in to lead the secondary school during two extended leadership absences

○ **Secondary School (G6–12) Humanities Teacher** 2014 – 2016

- Designed and developed humanities curriculum and courses across a growing middle and high school
- Worked closely with an EAL teacher to design lessons for students of emerging English proficiency
- Guided the creation of SEL programming across grade levels
- Coordinated and led international student travel
- Participated in the school’s initial WASC accreditation process

Louis Pasteur Middle School 67 — NYC Dept. of Education

New York, USA

○ **Middle School (G6–8) Language Arts Teacher** 2010 – 2014

- Co-taught Language Arts with an EAL teacher
- Collaborated with Teachers College, Columbia University, to pilot new reading and writing units
- Mentored in literacy instruction by Chris Lehman (2010–2012)
- Language Arts teacher for district magnet program (2012–2014)

PARTNERSHIPS

Ellen Mahoney:
Sea Change Mentoring

Advisory & SEL
2023–2026

David Yeager
SEL
2025

Dr. Derrick Gay
Belonging
2024–2026

Jennifer Abrams
Leadership
2024

Kendall Zoller
Leadership & Communication
2024

EEVALA
Teacher Supervision & Evaluation
2023–2026

PROFESSIONAL DEVELOPMENT

EARCOS Conference Presenter
East Asia Regional Council of Schools

“Building Collaborative Structures for Collective Efficacy”

OCT 2025
EARCOS Leadership Conference
Bangkok

JAN 2026
MS Leadership Conference
Ho Chi Minh City

Pathways to Inclusive Education —
Intro to UDL
February 2025

Adaptive Schools: Foundations
November 2023