



## A Letter to the International Education Community

When International Schools Services (ISS) and Schrole agreed to create an alliance, we knew it was an unconventional, almost revolutionary decision for two different organizations who provided similar services to collaborate. Yet, we recognized our complementary strengths—and how our collaboration, combining more advanced technology and personal service could help the international school community to thrive.

ISC Research forecasts that by 2026 the demand for international teachers will rise by nearly 200%. As all of us anticipate such growth, we believe we must foster more opportunities for great schools to find great teacher candidates...and for great teacher candidates to find great schools. We desire to create a more welcoming and inclusive ecosystem that supports such connections.

Our new ISS-Schrole Advantage offers a larger networking database of qualified candidates, more dashboard functionality, greater access to fairs, personalized promotion of your vacancies, a direct apply option for schools (and candidates) who want that, lower fees for candidates and no placement fees. ISS-Schrole Advantage will be available at the start of this 2018-19 recruitment season for all those who wish to participate.

We were terribly disheartened to hear that another major recruitment organization has recently made the decision to force schools to exclusively use their direct apply system because they were not capturing all placement fees. This decision will limit schools' ability to broadly and cost-effectively fill their vacancies from all of the best options around the world. In addition, we feel candidates should not be "owned" by any recruitment firm. This limiting mindset will constrict the growth of the entire international school community at a time when we all must be innovative, collaborative, and future-thinking.

For most individuals in international education, it is not about fees or financials. The work is not work. It is a passion, a celebration of enriching lives through the tremendously valuable, global experience of international education. ISS-Schrole Advantage will be here for the 2018-19 recruitment season to support you; and regardless of which organization—or *organizations*—you choose to engage, we send a heartfelt request to you to help preserve the spirit of international education—today and as the demand for quality teachers grows in the next decade. May all of your actions be about welcoming, inspiring, and facilitating tomorrow's students, teachers and leaders to co-create an even larger, more vibrant community so that all can benefit.

Thank you, and best wishes as you wrap up the end of your school year!

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