



**ISS** INTERNATIONAL  
SCHOOLS SERVICES

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## ISS BY THE NUMBERS · ISS办学数据庭



## JOIN THE FAMILY · 加入ISS大家庭

There's a community passionate about education and ready to connect with you. Join us on social to see how you can get involved, and share with **#ISSedu**

我们随时为您办学的各种需求提供支持，欢迎通过**#ISSedu**联系共享：





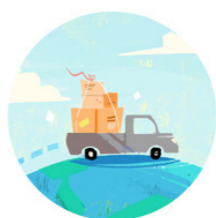
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As a nonprofit organization, **International Schools Services** works with more than 500 international schools and thousands of educators each year across its suite of services, creating the largest global footprint in international education support. With its headquarters in Princeton, NJ, USA and locations in China and Bahrain, ISS currently owns or operates about 20 international schools around the world and promotes innovative best practices for global education through its core services, including:

ISS每年与全球超过500所国际学校及数千名国际教育工作者合作，为学校提供因地制宜的个性化国际办学服务，是目前全球规模最大的国际学校发展及管理服务机构，足迹遍布全球。ISS现全球管理约20所声誉卓越的国际学校并致力于通过其核心服务为全球教育的创新推动提供优秀典范。服务内容包括：



Starting and Managing Schools  
学校筹办与管理



Supplying Schools  
教学物资全球采购



Recruiting Teachers  
教师招聘



Recruiting School Leaders  
学校管理人员招聘



Streamlining Accounting  
and Finance Functions  
财务基金管理



Providing Professional  
Development  
教师专业培训



## Supporting the Vibrant Life of International Schools 为国际学校发展持续注入能量

International schools can transform students and communities in meaningful and life-changing ways. That's amazing! And that's why, as the nonprofit leader in international education, ISS is dedicated to supporting and developing all aspects of a strong, vibrant school through services .

国际学校的卓越之处在于以富有教育深意的方式启迪学生，助力他们的成长。而作为国际教育非营利性组织的领导者ISS，则以其优质全面的服务为国际学校的持续发展提供了坚实支持！

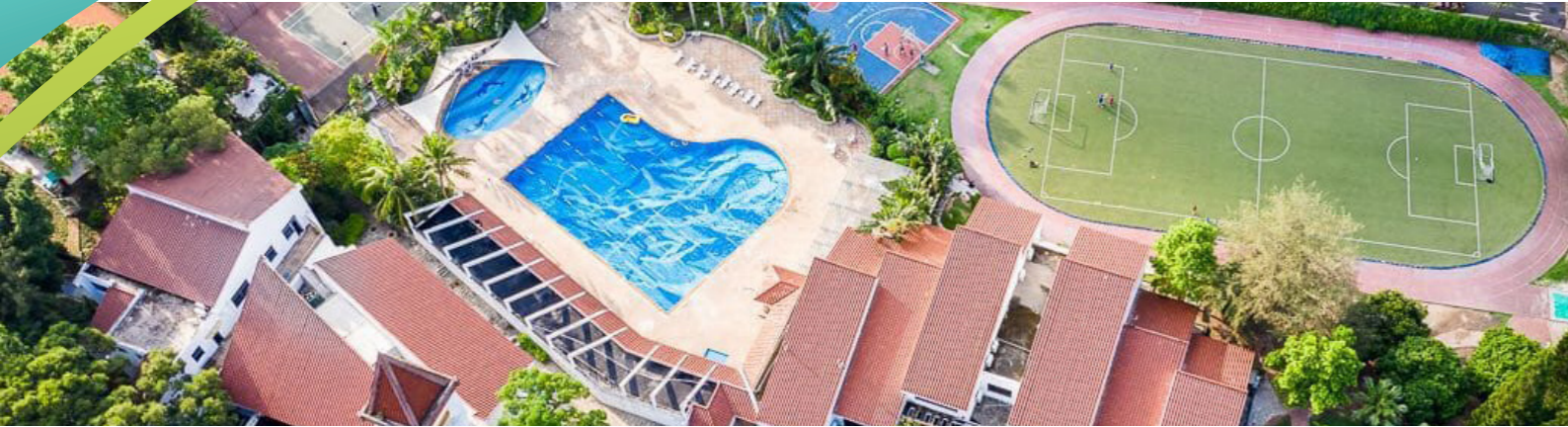
### ABOUT THE ISS ASIA PACIFIC OFFICE · ISS亚太区办事处



For more than thirty years, ISS has been starting and managing high quality international schools in China and South East Asia. To recognize the importance of education to the Asia Pacific region, ISS established a base in the city of Shenzhen, where our team of professionals provide global advice with a local context. If you are seeking to establish a new school project, improve the management of an existing school, or enhance your overall school quality, the ISS Asia Pacific Office has the services and personnel to assist you.

ISS在中国和东南亚地区办学已超过三十年历史了。鉴于国际教育在亚太区的迅速发展，ISS在中国深圳设立了亚太办事处方便服务本地客户。ISS与投资入及当地政府密切合作，为学校的稳定建设和高效管理提供了一系列专属服务。不论您是在筹办新学校项目，或是期待改进学校现有管理模式，亦或是期望提升学校整体办学水平，ISS亚太区办事处都可提供专业服务。





## STARTING AND MANAGING YOUR SCHOOL

The plans aren't yet formed, but the vision is clear: you are ready to develop an international school that will strengthen your community, honor the local culture, and give a world-class education to every one of your students. ISS will help you realize your goal on time and on budget. Every ISS school start-up or management project is assigned a specific ISS Senior Leadership Executive (SLE), who guides the entire project, coaches the head of school, and advises you and your board. Together, we'll shape and deliver your vision through three key phases:

- **Phase 1 - Planning and Development:** We research your project goals, anticipated student population, local factors, feasibility, funding, expected financial outcomes, stakeholder needs, and more. Based on our findings, we create a customized action plan for starting your world-class school.
- **Phase 2 - Executing the Action Plan:** We thoughtfully address the major action steps needed to prepare your school for opening, including campus planning, curriculum development, educator recruitment, student admissions, budgeting, school construction, and school supply procurement.
- **Phase 3 - Managing the School and Securing Accreditation:** Once the school is opened, we extend relevant services from the start-up phase. We also support you with leadership and supervision, accounting activities, board development, accreditation, child protection, professional development, quality assurance, and more to help your school maintain accreditation and remain best-in-class over the life of the school.

## RECRUITING SCHOOL LEADERS

When you work with the ISS Administrative Search team to find your next Head of School, Principal, or School Administrator, we do more than just access our global network of leaders. We engage in a thoughtful review of both your school's needs and every candidate's qualifications, character, and experiences, so you can confidently hire a leader who will bring out the best in your school. We will:

- Conduct an on-site analysis to articulate a shared understanding of the core features of your school, the major challenges and opportunities the incoming leader will face, and the key characteristics that your school community is looking for in your next leader.
- Deliver deep insights into the capabilities, interpersonal skills, cultural competencies, and experiences of the candidates who best fit your leadership profile.
- Carefully manage the full recruitment, screening, and interview process to maximize engagement at pivotal points, but reduce the intensity of the overall process for you.

## SUPPLYING YOUR SCHOOL

Our School Supply team helps you streamline your purchasing, save money, and equip your school with hassle-free and happily-delivered resources. With our specially-made planning tools and personal support, you can enjoy:

- **Efficient purchasing:** We pay the many individual vendors and deliver one itemized bill to you, reducing your accounts payable burden.
- **Incredible buying power:** Save 25%-50% off retail prices with our comprehensive program, while avoiding common shipping and handling overcharges that can occur with individual ordering.
- **On-time delivery:** Our team will consolidate your shipments for the fastest, most-economical delivery, navigating customs requirements and paperwork.
- **A broad range of options:** We purchase from over 1,000 vendors to give your staff and students best-in-class supply options, from playground equipment to textbooks, furniture to art supplies.

## 学校筹建和管理

计划还未成型，但愿景已经明确。您已经准备好开办一所国际学校，通过这所学校，您可以加强社区竞争力，致敬当地文化，并且为每个学生提供世界一流的教育。ISS可以帮您在预算范围内准时达成目标。每个ISS的学校启动或管理项目都会配备一名特别的ISS高级领导执行官（SLE），他会在整个项目实施过程中为您指引方向，指导校长工作，并且为您和您的董事会提供建议。我们通过关键步骤来落实学校愿景：

- 第一阶段 - 规划和发展：ISS团队将首先针对项目展开调研，确定办学目标、当地生源，可行性调研、确定办学资金来源、预期财务成果、利益相关者需求等等。综合以上信息，制定办学方案。
- 第二阶段 - 方案执行：我们针对您的学校开办仔细考量主要的行动步骤，包括校区规划，课程开发，教师招聘，招生，预算，学校建设和学校物资采购。
- 第三阶段 - 学校管理并获取认证：学校开办后，我们会在启动阶段的基础上延续相关服务，我们同样在领导和监督学校，财务活动，董事会发展，学校认证，儿童保护制度，教师专业发展，质量控制，等等各方面来支持您，帮助您的学校获取国际认证和定时更新，在教学质量保证方面提供专业指引，为学校保驾护航。

## 学校管理层全球招募

选择与ISS全球猎头团队合作，寻找称职的创始校长，继任校长，学校高层管理者。我们不仅通过全球人才数据库搜索合适候选人，还会全面审核每位候选人的资历、经验、性格和匹配度来为您找到最合适的学校管理者。我们会进行以下操作：

- 现场分析和您面对面了解学校的核心信息及求职者未来将面对的机遇和挑战，准确沟通学校社区的需要及对该管理岗位的素质及能力的期望。
- 深入了解求职者过往学校管理能力、人际能力、跨文化胜任力、筛选最佳学校领导管理人选
- 悉心管理招聘，筛选和面试全部流程，全程参与招聘全过程，缓解校方跨国招聘压力

## 学校物资全球采购

我们的学校全球物资采购小组帮助您简化采购流程，节省资金并且为您的学校提供快捷省心的运送服务。基于我们特有的规划系统和个人服务支持，您还可以享受到：

- 高效采购：我们会以您的名义向单个供应商支付费用，并将所有的款项明细汇总成一个透明账单给您。
- 不可思议的购买力：通过我们的集中采购，可以为您节省货品零售价格的25% - 50%，同时享受更快捷的运输并避免个人订购时手续费用过高的问题。
- 交货准时：我们的小组会为您提供最快最经济的运输方式，指导清关要求和相关文书。
- 丰富的选择：我们有超过1000个供应商来为您的员工和学生提供最佳采购方案，从操场设施到教学书本，从办公家具到美术用品。





## RECRUITING TEACHERS

In conjunction with Schrole Group, LTD., we proudly offer **ISS-Schrole Advantage**, the most dynamic, custom-built recruiting ecosystem for international schools and educators. You'll experience:

- **An incredibly broad, deep, and diverse candidate pool:** Access an extensive database of experienced English-speaking candidates, making it easier than ever to find your perfect-fit next hire.
- **A rapidly-evolving recruitment platform:** User feedback is constantly part of the innovation cycle, making the system more relevant, powerful, and easier-to-use for international educators with each new update.
- **Meaningful opportunities to connect:** Attend an in-person or virtual job fair to fill vacancies and deepen your international network of rising stars and seasoned educators. You can also engage candidates at any point throughout the year using the platform's dynamic new Conversations module. And, of course, the ISS-Schrole Advantage Team is always happy to help you.

## STREAMLINING YOUR ACCOUNTING AND FINANCE FUNCTIONS

As a school already balancing overseas staff and vendors, find support coordinating your international finances with the help of our trained accounting staff. We can help you reduce the complexity of your school's accounting and financial operations by:

- Conducting your entire payroll processing function, including safe and reliable US-based Direct Deposit payroll processing and local payments
- Globally executing your vendor payments, conducting routine audit and monitoring functions, and reviewing your accounts daily
- Processing and receipting all donations for your capital fundraising campaign, giving assurance that you are in full regulatory compliance
- Overseeing critical capital projects, safeguarding proper donation documents, and enhancing your school's overall financial management.
- Setting up a US-incorporated nonprofit 501(c)(3) entity for your school

## PROVIDING PROFESSIONAL DEVELOPMENT

Students aren't the only learners! As a school leader or educator, you're always seeking ways to develop your skills and thinking -- and your classrooms are better for it. Grow through ISS professional learning initiatives, including

- **Child Protection:** Prevent student abuse in your school.
- **Common Ground Collaborative:** Deepen teaching, learning, and leadership at your school.
- **Diversity Collaborative:** Promote leaders from a broad range of backgrounds and identities.
- **Global Mindedness:** Help your students become global citizens and leaders.
- **Innovation:** Promote change by highlighting and sharing best practices.
- **LEVEL 5:** Explore and learn at our agile creativity hubs.
- **The Science of Learning:** Use neuroscience to understand student learning.
- **Women's Leadership:** Develop women leaders in your school and provide role models for future generations.
- **Open Book:** Connect with curricular leaders and resources.

## 全球教师招聘

ISS与SCHROLE集团联手隆重推出ISS-SCHROLE国际教育人才系统，通过这个针对全球国际学校个性化线上招聘平台，您可以体验到：

- 最具规模和多元化的国际教育人才储备数据库，让您轻松找到合适人选。
- 实时更新的招聘平台：实时采纳客户回馈并对系统做出相应优化，使系统更贴近客户需求，功能更强大，操作更便捷。
- 全球人才搜索：参加现场或线上招聘会来挑选人才并加深您与全球教育者的国际交流。同时，您还可以使用平台最新的‘直击对话’模式随时随地与应聘者保持联络。当然，ISS-SCHROLE团队会一如既往，竭诚为您服务！

## 精简您的会计和财务职能

作为一所有稳定的海外员工团队和供应商的学校，您可以在我们训练有素的会计人员的帮助下获取在国际财务事务方面的最大支持。我们会通过以下方式帮助您精简学校会计和财务运作

- 执行管理您的整个薪酬系统，包括直接通过安全可靠的美国据点来支付员工薪水及学校所在地的其它费用。
- 在全球范围内为您处理供应商的付款，日常财务审计和监管，并保证每天审核账户
- 为您的资本筹集活动处理和接受所有捐款，并确保您的所有行为是符合法律规定的。
- 监督重要的资本项目，妥善保管关于捐赠的文书，并加强您学校的整体财务管理。
- 为您的学校在美国注册符合税法501(C)(3)条款的非营利实体

## 教师专业培训发展

作为学校领导和老师也需要通过学习不断提升自我，你一直在寻求发展专业能力和思维的途径- 您的学生也会因此受益。你将通过以下ISS的专业培训获得成长：

- 儿童保护：防止学校出现儿童虐待。
- 搭建共识合作：深化教学和学校管理
- 多元化协作：培养来自多元文化背景的管理者
- 全球视野：帮助您的学生建立全球公民意识成为未来领袖。
- 创新：通过提炼和分享优秀实践案例来促进变革。
- LEVEL 5创客中心：在我们格局灵活多变的创意中心里探索和学习。
- 学习的科学：利用神经科学专业解读学生学习思路。
- 女性领导力：培养学校的女性领导者，为后代提供典范。
- Open Book：即时获取最新课程资讯，与课程设计领导者保持紧密联系。

