

Leadership Search



Head of Upper School International School of Amsterdam *Amstelveen, Netherlands*

Application Deadline: October 7, 2022
Start Date: August 2023

ISS is pleased to conduct this full search.
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*The International School of Amsterdam seeks a Head of Upper School
(Grades 6-12) for August 2023.*

School Overview

The International School of Amsterdam is a globally recognised leader in education for international understanding. Founded in 1964, ISA was the first school in the world to offer all core IB programmes. Located in the green city of Amstelveen, ISA offers state-of-the-art facilities to students between the ages of 2 to 18, representing around 60 nationalities.

ISA Mission, Vision & Beliefs

Mission | To educate for international understanding

Vision | To create a community of lifelong learners who value inquiry, critical and creative thinking, take informed risks, and act with integrity and compassion.

Beliefs | At ISA, we believe in developing minds, character and communities

Accreditation

In 2019, ISA was accredited by joint CIS, NEASC ACE learning protocol and IB continuum standards. ISA is approaching the preparatory stage of the next accreditation cycle.

Governance

The Board of Trustees acts as the steward of the school's long-term well-being and provides oversight in accordance with the Articles of Association. The Board has legal responsibility for ensuring good governance and focuses its activities on fiduciary and strategic matters, to ensure the long-term viability and success of the school. All day-to-day operational and educational matters are delegated to the Director. There are nine members of the Board of Trustees, five elected members - ISA parent members and four appointed - non-ISA parent members.

Curriculum

The International School of Amsterdam hosts the International Baccalaureate (IB) Curriculum (PYP, MYP, DP) including GOA online courses in Grade 10 and DP Pamoja online courses. The [Learning at ISA document](#) provides ISA's definition of learning and how a culture of learning is developed.

Academic Calendar

The school operates generally from August to June each year with a three-week gap in December for winter break and three one-week breaks held in October, February, and April. The full calendar can be viewed [here](#).

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The Academic Program

The Upper School



Today, the International School of Amsterdam continues to be a leader in education for international understanding—inspiring its diverse community of students to learn and live with purpose through a challenging academic curriculum that embraces global perspectives and respects the identity, experiences, and aspirations of individual students. World class faculty and facilities and innovative teaching practices help ISA in developing minds, character, and communities.

ISA educates 1,221 students from ages 2-18 representing over 60 nationalities. The teaching staff is just as diverse, representing over 30 nationalities. A low teacher-student ratio provides a safe environment for students to become fully engaged in learning and inquiry, growing both intellectually and emotionally.

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Arts

Engagement in the Arts promotes a sense of identity and makes a unique contribution to the development of each student. At ISA, we believe that studying the Arts provides students with the opportunity to develop a critical and intensely personal view of themselves in relation to the world. ISA's programmes allow their students – from kindergarten to grade 12 – to discover their own creative abilities and to gain an appreciation for their own talents and those within the global art community.



Middle Years Programme (MYP) students take music classes in grades 6 and 8 as a component of the Middle Years Design, Arts and Communication programme at ISA. Music is also offered as an elective in grades 9 and 10. Additionally, Upper School students can further pursue their interest in music through various extracurricular activities including local, regional, and international Choir and Ensemble competitions and individual voice and instrumental lessons through the ISA Music Academy.



Middle Years Programme students take drama courses in grades 6 and 8 and have the opportunity to take drama as an elective in grades 9 and 10. Students train with international theatre experts and both the Middle School (Grade 6 -8), and the High School (grade 9-12) are active in the production and performance of plays and musicals.

Upper School students in Grades 7 and 8 take a more theoretical approach to art through studies of art and colour theory and in-depth investigations of various artists and styles. They create group and individual theme-based projects (e.g., use of spirals or traditional Aboriginal painting methods) and produce a final art

piece from their course. Students in grades 9 and 10 can choose to do an Art Course as an elective.

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Athletics

ISA is a member of the Northwest European Council of International Schools (NECIS), a sports organisation consisting of 11 international schools in Northwest Europe who focus on healthy competition, sportsmanship, and full participation from student athletes. Starting from grade 5, students can tryout to become a team member on one of several seasonal ISA teams. While students compete to win, the main focus is to learn about sportsmanship, teamwork, dedication, and leadership – all valuable life skills.

Try-outs are held in the Fall, Winter, and Spring and there are four different age groups for boys and girls for each sport. Teams practice two times a week and participate, on an almost weekly basis, in practice matches against competitor schools. Each season ends with a 2- or 3-day tournament where all the NECIS schools participating in a particular sport come together. A full list of athletic teams can be found [here](#).



Technology

ISA uses several IT applications. Its main systems are Veracross (school database) and Google's G-suite for Education (Gmail, Calendar, Google Drive, Google Photos, Docs, Forms and Sites).

ISA also follows the [DQ Framework](#). Lower school students (Grades K-5) are provided with 1:1 iPads. Upper School students are required to [bring their own device](#).

After School Activities

ISA offers a programme of after school activities to add diversity to the learning experience and an important social element to the lives of the students from pre-school to grade 12.

The programme itself is non-competitive, meaning that the emphasis is on enjoyment, participation, and improvement. The various activities offer students the opportunity to be physically active and develop skills and knowledge in their chosen area of interest.



Extra-curricular activities for the younger students (PS-grade 3) generally start directly after school. Depending on the activity, start times for older students may begin later. It is the parents' responsibility to supervise, bring, and pick up their child(ren) for any chosen extracurricular activity.

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The Community

Students

Students learn best when they are mentally, emotionally, and physically fit. ISA students have the opportunity to participate in activities as diverse as the students themselves. From dancing to swimming and many classes in-between, students have their choice of a wide variety of extracurricular activities. By integrating traditional academic subjects with the latest methodologies and technologies, ISA moves beyond conventional classroom teaching to ensure their students meet their full potential on the path to lifelong learning.

Faculty

ISA attracts and retains talented staff, providing them with innovative, hands-on training opportunities as well as state-of-the-art facilities and technology. Launched in 2015, the Center for Development, Learning, and Technology (CDLT) is committed to professional development, providing thought-provoking conferences, workshops, seminars, and symposia for international educators, and offering access to educational innovations, shared expertise, and networking with professionals. ISA has established a “culture of thinking” through its 20-year collaboration with Harvard Graduate School of Education’s Project Zero and its Visible Thinking Network.

Following an extensive study and several years of piloting and fine tuning, ISA now offers all ‘tenured’ faculty a collaborative peer-review process as an alternative to the more traditional approach to teacher appraisal. Each year nearly two-thirds of eligible teachers choose the Thought-full Schools option,



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claiming it to be the single most profound professional development experience of their careers. The project exemplifies the school's deep commitment to creating and sustaining a genuine culture of inquiry and understanding.

Parents

The Parent Teacher Association (PTA) is a group of parents and teachers whose aim is to create a deeper sense of community and involvement for ISA students and families. The PTA has several committees to ensure that all families and international communities can be involved with the school and can develop lasting connections from their time at ISA, including opportunities for newcomers, social groups, language exchange, and weekly coffee mornings.

Diversity, Equity & Wellbeing

The International School of Amsterdam has a Diversity, Equity and Inclusion task force which is led by staff volunteers across multiple divisions. ISA is currently reviewing the Harassment Policy and is currently developing a Whistleblowing Policy. ISA has a strategic goal for continuing to develop its inclusive practices.

Students who require language-learning support in Upper School take English as an Additional Language (EAL) classes, taught by specialists while simultaneously following grade-level appropriate Adapted English classes.



In the Lower School, an EAL support teacher is assigned to each grade level (grades 1-5). The language specialist delivers a combination of withdrawal classes and in-class support in the homeroom class. Pre-kindergarten and kindergarten students receive EAL support as an alternative to Dutch classes if they need it. The EAL specialists also work closely with teachers in other disciplines to make sure these students have the necessary accommodations and support to ensure their learning in all subject areas.

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The Campus

Facilities

The school is housed in a purpose-built facility designed for international education. Facilities include a professional development centre, three libraries, a 400-seat theatre, eight science laboratories, and specialist rooms for music, art, and drama. More than 1,500 computers and iPads are joined in a school-wide network that has direct access to the Internet. Three gymnasiums, discovery-oriented playgrounds, and adjacent playing fields are large, well equipped, and secure.

Environmental Sustainability

In 2008, a small but passionate group of parents, students, and ISA staff came together and formed the Green Team in an effort to help ISA to make a difference – ecologically – for the ISA community and the world. Starting with just 12 members (six adults and six students), the Green Team now has over 100 student members, who meet weekly and are guided by 22 volunteers. ISA is a proud member of the global “Eco-Schools” programme, the largest sustainable schools programme in the world.

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KPMG.

Living in Amsterdam

Situated on the river Amstel, Amstelveen it is often thought of as being an extended part of Amsterdam. With a population of over 90,000, it also contains the neighbourhood of Keizer Karelpark, Waardhuizen, Westwijk, Bankras-Kostverloren, Elsrijk, and Randwijck, amongst others. Amstelveen is a prosperous place and in addition to many other businesses, KLM Royal Dutch Airlines has its headquarters in Amstelveen. The area is also home to the international headquarters of one of the Big Four auditors,

Amsterdam has a deep appreciation of art and has the highest museum density in the world—with over 60 throughout the city. Amstelveen, despite being smaller in size, has noteworthy museums of its own. The Cobra Museum, previously voted as “the best museum in the Netherlands,” has a collection built up around Dutch modern art from the 1940’s and 1950’s. It also has great works by the artists of that period such as Karel Appel and Corneille.

Follow The International School of Amsterdam to Learn More



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Fast Facts

Year Established	1964
Accreditation Agency	NEASC, CIS, IB
School type	International
Language of Instruction	English
Student Age Range	2-18
Total Enrollment	1221
Lower School Enrollment	476 (Nursery – Grade 5)
Middle School Enrollment	306 (Grades 6-8)
Upper School Enrollment	439 (Grades 9-12)
Student Nationalities	66
Percentage Home Country Nationals	11%
Percentage Annual Student Turnover	14%
Average Class Size	Upper School: 20-23
Student to Teacher Ratio (Upper School)	1:20-23 class size ratio 1:6 student to faculty ratio
Number of Faculty (Upper School)	131
Faculty Nationalities	29
Percentage Annual Faculty Turnover (Upper School)	6.92%
Number of Board Trustees	8
Tuition (2022 - 2023)	Schedule of Fees 2022-2023
Annual Operating Budget	\$1 - \$1.2 million USD

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Desired Qualities & Qualifications

Reporting to the Director, the Head of the Upper School is the educational/learning leader, engaging the Upper School faculty and staff in a collaborative focus on student learning, and bringing our mission statement to life in the Upper School. Additionally, the Head of Upper School is an essential contributor to the strategic decision making of the school, and will actively engage in the leadership, supervision of instruction and the day-to-day operations of the Upper School, including the academic and co-curricular programmes, scheduling, student support services, discipline, college counseling, faculty recruitment and professional development, parent communications, office, and budget management.

The successful candidate will ideally have demonstrated the following achievements and competencies:

- Prior and successful experience as a Head (principal) or assistant head, preferably in an international school environment
- Deep understanding of the unique and differentiated needs and styles of adolescent learners
- Strong skill in classroom observation, providing constructive feedback and teacher evaluation processes
- Ability to make difficult decisions and communicate those decisions empathetically and effectively
- Patience, listening skills, understanding, empathy and a good sense of humor

Application instructions are found on the final page of this announcement.

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Application Instructions

Nadine Richards, Director of ISS Leadership Searches will serve as the lead consultant for the International School of Amsterdam | Head of Upper School search. She will be assisted by members of the ISS Global Recruitment Team.

Interested candidates should apply through the EDUrecruit portal, where you will be prompted to submit the following confidential materials: ([Application Deadline: October 7, 2022](#))

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- Three confidential, supervisory references requests to your EDUrecruit profile that are from the last seven years, including one from your current post

Candidates New to ISS EDUrecruit, register for an account to apply for this position using this [link](#). *

To apply in EDUrecruit, click here: [International School of Amsterdam | Head of Upper School](#)

Candidates Already Registered with ISS EDUrecruit, log into your account [here](#). *

To apply in EDUrecruit, click here: [International School of Amsterdam | Head of Upper School](#)

*There is no fee to apply for this position. If you are interested in full candidate membership so all schools can access your profile, you can upgrade at any time for USD\$75. *

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and the International School of Amsterdam (ISA) reserve the right to close the selection process at any time. If you require any assistance with the portal or have any questions, please contact execsearch@iss.edu.

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened. International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided, and we also reserve the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process. Hiring is contingent upon a successful background check.

ISS is committed to "Making a World of Difference" in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. You can read more about our commitments [here](#).

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