



**ISS Optimize**

## ISS School Start Up, Management, and Operations

ISS Optimize offers everything you need to optimize your school's management and operations, brought to you by ISS experts.

### Starting a School

ISS applies its deep, hands-on experience to help you achieve your goal of opening a strong, vibrant school.

### Managing a School

Our specialized support helps school owners, leaders, educators, and those directly responsible for school operations provide attractive, effective, safe, and financially viable centers of learning and community.

### Supporting Skills and Networking

Stay up-to-date with best practices, and take advantage of collaboration and career development opportunities.





Around the world, ISS has started  
**120+ international schools**

ISS schools and services span  
**6 continents**

**25+ ISS schools**  
(international schools currently owned,  
operated, or managed by ISS)



## Starting a School

Through every step, ISS supports you with personalized service and real-world, practical experience in running successful, sustainable international schools.

### Comprehensive, Customized ISS School Start Up

#### Vision to Launch and Beyond

ISS experts offer visioning, planning, implementation, and management of your new school, which will be opened under your personalized brand name or an ISS brand.

We delve into the project purpose and goals, anticipated student population, local factors, and more — all to create your customized plan for starting and managing a high-quality school.

#### Execute the Action Plan

We begin with site evaluation and campus planning. From there, architectural plans are vetted to align with international-style education and modern-day learning environments.

The proven ISS process thoughtfully addresses major action steps and crystallizes key decision points, potential pitfalls and recommendations to keep your project on time and on budget.

ISS School Start Up services typically include:

- Financial planning
- Campus design
- Fixtures/furniture equipment
- Technology planning
- Curriculum development
- School policy documents
- Staffing school leaders and faculty
- Creating effective teaching and learning plans; professional development, operational staff training;
- US accreditation support; and quality assurance



## SISU Schools®

### Pre-bundled Solutions with the SISU Schools®

Don't need a customized school solution, but still require expertise in key areas of the startup process? With the pre-bundled **SISU Schools®** model, you are provided with essential organizational tools and the renowned school pedagogical practices of Finland and the United States. The SISU franchise model covers the entire Early Childhood - Grade 12 educational continuum and can be used in any country and in any language.

Don't have the time or expertise to run your own school? The ISS and Lumo teams can startup and manage your SISU School for you with our SISU+ option.

SISU Schools® is made possible through the collaboration of educational leaders ISS and Lumo Education Ltd. Explore **all ISS Schools and SISU Schools here** >>

SISU Schools® is an Early Childhood - Grade 12 school concept and a registered trademark of Lumo Education Ltd. and International Schools Services.



## Creating Safe School Environments

As a founding member of the **International Taskforce on Child Protection (ITCP)**, ISS is deeply committed to children's safety and well-being.

See how we support you in creating safe environments — learn more **at ISS.edu** >>



## Managing a School

Whether you have just launched an international school, or you are looking to improve and enhance your school's operations, ISS offers solutions to meet your needs and optimize your school.

### Optimize Consultancies

Optimize consultancies are conducted virtually or on-site by recognized international educational and operational leaders.



#### Optimize Educational Program Audit

Improve your school's academic performance and reputation in the region.



#### Optimize Strategic Planning

With ISS's expert approach, create a manageable and results oriented 2-3 year strategic plan.



#### Optimize Architectural Design Services

As you consider new construction or renovation, find support in developing your school's building program.



#### Optimize Technology Audit

Ensure your school's technology plan is optimized to meet the demands of today and tomorrow.



#### Optimize Operational Audit

Perfect for schools securing operational improvements, financial sustainability, and risk mitigation.



#### Optimize Financial Planning

ISS can develop a comprehensive multi-year financial plan unique to you, suitable for direct action and presentation to potential partners/donors/investors.

Learn more about how the ISS Optimize Consultancies **can support you here** >>

### Customer Comments:

"While the biggest benefit from ISS has been the remarkable improvement in academic orientation of both ISD teachers and students, the STS Group has also benefited from ISS's full bouquet of services [...]"

With world class professionals who understand how to operate world class institutions, ISS stands far above the rest without missing a step through all their years of association with our group."

-Dr. Sandeep Ananthanarayanan, CEO, STS Group, Higher Education



### Transformational Services

For schools seeking to reach a new level of achievement, ISS experts offer support in:

- Business and Financial Planning
- HR Audit and Staffing Plans
- Marketing Strategy Development
- Setting up a Non-Profit Foundation
- Board and Leadership Training
- Curriculum and Professional Development
- Facility Management



## Skills and Networking

Offering targeted programs for internationally recognized certifications, seminars, and networking opportunities for school support staff, the **ISS Professional Societies** are designed to enhance the skills and capabilities of school leaders and operational professionals in Human Resources (HR) and Facility Management (FM).



### ISS Society Member Reflections

"Joining the ISS HR Society has been so helpful to me – especially the self-service resources through SHRM and the ability to connect with peers around the world. Looking forward to PD sessions [ahead]."

-Jenny Whitaker, Human Resources Director,  
International School of Beijing, China

"ISS's HR society has been very useful to me as a professional. I am very appreciative of the partnership established with SHRM, a leading global HR organization and love the HR society gatherings which generate rich learning conversations and professional growth. Thank you for all that you do!

-Pery Award, Director of Human Resources,  
American School of Dubai



### ISS Professional Societies

The ISS Professional Societies are designed to meet school operations challenges and empower global connections that transform school operations services. Through an exclusive partnership with the **Society for Human Resource Management (SHRM)** and **APPA – Leadership in Educational Facilities**, ISS offers internationally recognized certifications programs in HR and FM, direct full membership with SHRM or APPA with the following benefits:

- Monthly virtual learning and networking events for international school professionals
- Specialty resources
- SHRM recertification professional development credits (PDCs)
- Unlimited on-call assistance from experts
- A world of support with easy learning and collaboration
- Discounted professional certifications and learning opportunities

### Certification and Professional Development Opportunities

- SHRM Certification Exam Preparation Courses: SHRM-CP® and SHRM-SCP®
- Preparation course for the Certified Educational Facilities Professional (CEFP) exam
- Specialty Credential in HR Department of One
- Specialty Credential Inclusive Workplace Culture
- Specialty Credential Talent Acquisition
- Seminar: Employee Relations: Creating a Positive Work Environment
- Seminar: Developing an HR Strategy
- Seminar: SHRM Essentials of Human Resources





# Quick Case Studies

Full studies and more at [ISS.edu](https://ISS.edu) >>



## Achieve Xiamen International School

Xiamen, China

Achieve Xiamen International School (AXIS) is partially-owned and operated by ISS in a joint venture with a committed local investor. Opened in 2021, AXIS will serve the expatriate and international community of the Xiamen region, offering bilingual and international curriculum. With more than 26,000 sqm of purpose-built educational space, the campus is located in a prime position on the island.



## Cayman International School

Grand Cayman, Cayman Islands

ISS has been managing and governing Cayman International School (CIS) in cooperation with the Dart Corporation for over 17 years. Purchased in 2002 with fewer than 250 students enrolled, CIS's enrollment has grown to over 1,200 students from around the world. The CIS campus is currently undergoing extensive expansion to accommodate the school's growth and popularity.



## Dar Essalam American School

Rabat, Morocco

ISS partnered with Lumo Education of Finland and Education Development Company of Morocco to create Dar Essalam American School (DAS), opened in 2023. DAS incorporates the best of the American and Finnish educational approaches in a Moroccan context. With a state-of-the-art campus and experienced staff, and the result is a school and partnership exemplifying truly global educational collaboration.



Learn more at  
[ISS.edu/Optimize](https://ISS.edu/Optimize)



**ABOUT ISS:** International Schools Services (ISS) works with more than 1,200 international schools and tens of thousands of educators each year across its suite of services, creating one of the largest global footprints in international education support. Since its inception in 1955, ISS has promoted innovative best practices. Core services include starting and operating student-centered, future-oriented schools; recruiting world-class educators and leaders; providing cutting-edge professional learning opportunities; sourcing essential school supplies; administering school foundations; and encouraging more diverse leadership in international schools. As a nonprofit organization with offices in Princeton, NJ USA and Shenzhen, China and staff located across the globe, ISS invites all to join in making a world of difference. For more information, visit [ISS.edu](https://ISS.edu)