



## STARTING AND MANAGING A SCHOOL

Create a world-class international school that prepares students to be thoughtful, global leaders.

Whether you need assistance starting a school from the ground up, or with the many ongoing aspects of school management, ISS's proven approach for over six decades can help your campus flourish. As a nonprofit organization supporting 500+ international schools a year, we are pleased to work with educators, philanthropists, private investors and investor groups, public and privately-held corporations, government leaders, other nonprofit organizations, and a myriad of entities who share the desire to create world-class international schools.

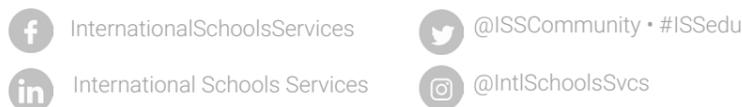
We're ready to support your school startup and management needs today. Contact our team at [SchoolStartup@ISS.edu](mailto:SchoolStartup@ISS.edu)

## 创办和管理学校

创办世界一流的国际学校，培养学生成为富有洞见的全球领导者。

凭借六十多年的成功经验，ISS可以协助您解决首次办学以及在学校管理过程中遇到的各种问题，助力贵校事业顺畅发展。ISS是全球首家非营利教育组织，每年为超过500所国际学校提供教育管理服务及支持。ISS与有共同愿景的教育工作者、慈善家、私人投资者、投资者团体、公共企业、私营企业、政府领导人、其他非营利组织和众多实体合作，共同努力，打造世界一流的国际学校。

我们随时为您创办和管理学校的各种需求提供支持。欢迎通过[SchoolStartup@ISS.edu](mailto:SchoolStartup@ISS.edu)联系我们的团队。



## SCHOOL STARTUP BY THE NUMBERS • 办学数据

- Started more than **110+** international schools  
创办110多所国际学校
- Assists with recruitment of **50,000+** international educators  
协助招聘50,000多名国际教育工作者
- Nearly **20 schools** currently owned/operated  
目前拥有/经营约20所学校
- Typical project takes **18-24 months** to start a school, once contract is signed  
签订合同后，通常1年半-2年即可开办一所学校
- Saves an average of **25-50%** off retail for school supplies  
学校用品采购平均节约率25-50%
- 100% of ISS Senior Leadership Executives are former Heads of Schools or international School Leaders  
ISS的高级管理人员全部都曾担任过校长或国际学校的领导
- Works with the IB curriculum, AP curriculum, and other international curricula  
与IB国际文凭课程、AP课程以及其他国际课程组织合作
- Largest, most active nonprofit organization in starting and managing schools  
国际办学全球规模最大最活跃的非营利组织

## ABOUT ISS

As a nonprofit organization, International Schools Services (ISS) 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. Since its inception in 1955, ISS has launched and managed more than 110 international schools; supported approximately 50,000 job-seeking educators; developed ground-breaking learning programs, such as the World Language Initiative and LEVEL 5 Creativity & Innovation Hubs; processed about 15,000 school supply orders annually; and provided accounting and non-profit board management for over 75 schools. With its headquarters in Princeton, NJ, USA and locations in China and Bahrain, ISS currently owns or operates nearly 20 international schools around the world and promotes innovative best practices for global education through its core services that include: founding and managing student-centered, future-oriented schools; recruiting world-class educators; providing cutting-edge professional learning opportunities; sourcing essential school supplies; and administering school foundations.

## 关于ISS

作为非营利组织，ISS每年为全球500多家国际学校以及上千位教育者提供因地制宜的个性化服务，是全球最大的国际教育管理服务机构，足迹遍布全球。自1955年成立至今，ISS已经在全球创建并管理着110多所国际学校，每年为全球国际学校招聘师资约达5万多名，开发了世界语言和LEVEL 5创客中心等开拓性的教育项目。每年ISS处理着来自全球各学校约1.5万个教学物资采购订单，为75所以上学校提供财务和非营利董事会管理服务。凭借着美国新泽西普林斯顿为总部，中国和巴林作为分部的全球网络，ISS在全球直营管理着20多所声誉卓越的国际学校，旨在通过其核心服务革新全球教育创新实践，包含：创办并管理学生为本，面向未来的国际学校，全球教师招聘，国际教师培训，全球教学物资采购和学校基金管理等服务。



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Making a world of difference  
成就未来，世界因你而不同



## ISS SCHOOL STARTUP AND MANAGEMENT ISS 办学与管理

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## STEPS TO A SUCCESSFUL SCHOOL

Develop your school's strongest path to achieving and maintaining accreditation, and to commanding an outstanding reputation for excellence. When you work with ISS, we deliver your vision through three key phases, customizing the approach and implementation to best meet your needs.

### 成功办学步骤

为学校获取国际认证资质铺就成功路径，打造学校卓越声誉。与ISS合作，通过三大关键步骤实现学校愿景，根据学校所在地域，因地制宜打造匹配课程方案，真正满足当地需求。

## PHASE 1: Planning and Development

### 第1阶段：规划和开发

To create a customized plan for starting your school, we first research to understand the project goals, anticipated student population, local factors, and more. During this project phase, we work with you regarding your feasibility study results, funding plan, expected financial outcomes, stakeholder needs, site visits, education plan, and other considerations.

We'll also identify your ISS Senior Leadership Executive (SLE), who will guide the entire project and eventually coach your head of school and advise your board. All SLEs are experienced former school leaders with extensive experience in school governance, teaching, recruitment, accreditation, finances, and facilities.

ISS团队将首先针对项目展开调研——确定办学目标、当地生源及其他相关情况。第一阶段工作目标为项目可行性调研、确定办学资金来源、预期财务成果、利益相关者需求、实地考察、课程体系选择等。

ISS为每个签约学校指定资深校监进行全程办学指导。校监将亲自参与从立项到项目实施的全过程，为校长提供支持及专业指导，为董事会提供建议。ISS校监均为具有丰富海外教育及管理实践经验的资深人士，均曾担任过校长及学校重要管理层职位，在学校治理、教学、招聘、认证、财务和设施方面拥有丰富的经验。

## PHASE 2: Executing the Action Plan

### 阶段2：计划落实

This second phase addresses major action steps needed to open your school. We begin with a site evaluation and campus planning, then move to vet architectural plans aligned with modern-day learning environments. The process ensures we guide governance structure, school policies, and procedures and other important tasks. The ISS team will help you create a customized teaching and learning plan that is fully aligned with accreditation requirements.

You will leverage ISS's full family of services to support your school life; our teams are ready to help you conduct a head of school search, procure high-quality school supplies, and help you recruit certified teachers to lead your classrooms.

We can help you set up accounting protocols, payroll or a US incorporated nonprofit 501(c)(3) entity for your school. Through Phase 2, we will crystallize key decisions, identify potential pitfalls, and offer recommendations to keep your project on time and on budget.

第二阶段工作为开学前期主要事项实施落实。如办学场地评估和校园规划，审查建筑规划是否符合现代化教学要求。此阶段工作确保学校在监管结构、学校制度、程序及其它重要任务方面得到充分妥善的指引。ISS专家团队会协助您制订符合国际认证机构标准要求的因地制宜的办学计划。



ISS为您提供全套服务方案解决您在办学中各类重要事项——如全球校长招募，全球教学用品采购，全球国际师资招聘及背景调查等。

ISS还可以帮贵校建立会计制度、发放工资或者注册成为符合美国501(c)(3)标准的非营利性实体。通过第二阶段工作，我们将明确关键决策，识别潜在隐患并提供建议，以便项目在原定预算下按时完成。

## PHASE 3: Managing School and Secure Accreditation

### 第3阶段：管理学校和取得认证



Once an international school is opened, the school must mature and grow through an interconnected set of activities and oversight. ISS supports you with leadership and supervision, accounting and financial activities, recruitment and professional development, procurement, child protection policies, operations management, curriculum development, accreditation, and quality assurance.

ISS's protocols and best-practice methodologies set the pace for continuous improvement to help you maintain accreditation and remain best-in-class. Our deep bench of seasoned school leaders can immediately guide you through any situation.

新学校开学后，学校须通过一系列相互关联的活动和监督措施以便顺利发展。ISS会在领导力和监督、会计和财务活动、招聘和专业发展、采购、儿童保护制度、运营管理、课程开发、学校认证和教学质量保证为您提供专业指导。

ISS规章制度和最佳实践方法为学校持续进步发展奠定良好基础。帮助贵校持续通过国际认证资质考核、保持一流名校声誉。ISS经验丰富的国际教育界管理人士可以随时为您解答疑难、提供可靠指导。

## MAJOR ACTION STEPS · 重点工作



## CUSTOMER CORNER · 客户感言

"ISS has a set model for school start-ups, yet it also knows to take into consideration the special needs of specific regions...ISS is quick to share their resources and help new schools establish proper network systems so that the schools are well supported with their curriculum and administrative needs. ISS gives the owner/Board of Directors a lot of support in seeking out a competent Head of School and continues to support him/her with ethical and professional guidance, as well as the recruitment of professional teachers and administrators.

They gave us great assistance for recruitment and on constructing policies that protected our income and against unnecessary spending. ISS was able to give us sound advice so that our growth and development were based on what was feasible for DAIS. [...] They were always sensitive to our individual needs and consulted us based on our set of circumstances and timing.

-Lisa Liang, founder and CEO of Dalian American International School (DAIS) and the Huamei Academy in Dalian

"ISS拥有整套体系化办学模式，同时会考虑特定地域的特殊办学需求。ISS回馈及时、善于整合分享全球教育资源、协助新学校建立并有效利用ISS全球学校网络的内部资源，为学校课程及行政运营提供良好支持。ISS为校方及董事会提供专业支持、全球招募最佳校长人选及符合资格的国际教育专家，并为相关人员持续提供职业和专业发展支持。

在招聘方面、在制定保护收入和减少不必要开支的政策方面，ISS为我们提供极具建设性的建议。ISS能够根据我校实际情况提出准确可行的可行性建议。[...]他们总是更关注DAIS个性化需求，根据学校所处实地情形及时机为我们提供建设性的指导和建议。”

-吴采瑜，大连美国国际学校 (DAIS) 和大连华美学校创始人兼首席执行官