

HEAD OF SCHOOL SEARCH

INTERNATIONAL SCHOOL OF UGANDA

Kampala, Uganda

isu.ac.ug

Start Date: July 2025



INTERNATIONAL
SCHOOL OF UGANDA

SINCE 1967



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

ISU is a diverse community of learners who come together to realize their individual and collective learning potential by creating a culture of belonging, opportunity, and challenge.

Vision

ISU seeks to foster lifelong learners who are agents of their learning and wellbeing; who seek a deeper understanding of, and connection to, themselves, others in the school, Uganda, and global communities; and act upon personal passions and strengths to contribute in the pursuit of a more sustainable, equitable, inclusive, and just world.

At a Glance



Established
1967



Total enrollment
630



Total faculty
75



Average class size
18-22



Nationalities represented in
the student body
50+



Financial aid awarded
1.3 million USD



Faculty with advanced degrees
55 (masters)



Campus size
33 acres
+ 12 acres of farm land
adjacent to the campus

Nationalities represented in the faculty: 21
Reserves: 2.5 million USD

Annual operating budget 13 million USD
Extracurricular activities: 50+



Overview

The International School of Uganda (ISU) is an [International Baccalaureate](#) World School committed to the ideals of educating learners for a future where they can **apply their skills, attitudes, and values** to develop innovative and creative ways to support and impact their own lives, those of others in their surrounding community and at a global level.

Established 57 years ago, as the first international school in Uganda, it currently serves over 600 students from over 50 countries. The school's mission to "create a culture of belonging, opportunity and challenge" is supported by an incredibly dynamic and dedicated community and by the exceptional learning spaces provided on its 33 acre green campus with an additional 12 acres of farm land adjacent to the campus.

Through key strategic areas the school has been focusing on personalized learning, supporting wellbeing, innovation, greening and community engagement. Developing systems and support for all learners and pathways to graduation has allowed students to have their individual needs met. Student agency is valued with projects ranging from a food forest, bee hives, service-learning partners, MUN, TEDx, and other connections to the wider Uganda community. ISU is part of the International Schools of South and East Africa (ISSEA) engaging in annual sporting and cultural exchanges with other international schools in the region.

ISU is located in the suburb of Lubowa situated between Kampala and Entebbe. A beautiful green campus was built in 2001. New facilities include a science center (2015), an Arts Center with a theater (2021), 6 prototype classrooms (2023) and an additional sports hall (to be finalized in June 2024). A financial and implementation plan is in place to remodel the remaining classrooms in the next 5 years. A Facilities Master Plan was updated in 2020 along with the creation of a set of design principles to inform project development with concepts of accessibility, sustainability, and innovative learning.



The school is seeking an experienced academic leader in its next Head of School. Someone who will be passionate about supporting the school's impressive work in inclusion and belonging and who will continue the work towards achieving the Learning Principles. Along with learning inclusion the school is committed to DEIJ concepts with a taskforce and action plan in place to support further development of an equitable environment with the ultimate goal of everyone feeling a sense of belonging.

ISU's seven Learning Principles inform the decision making, strategic thinking and how learning is implemented for each of their students.

- Learning is Inquiry Driven**
- Learning is Inclusive**
- Learning is Social**
- Learning is Reflective**
- Learning is Authentic**
- Learning is Personal**
- Learning is Enhanced by the Environment**

Opportunities and Challenges

The school is a joyful and unified community where everyone is respected and valued. The incoming Head of School will be comfortable in an inclusive leadership model and will want to build on the exceptional work that has been done to support and maintain the school's positive climate. Additionally, the next leader will focus on:

- Recruiting and retaining highly qualified teachers;
- Improving academic achievement;
- Enhancing infrastructure and facilities;
- Promoting diversity, equity, and inclusion; and
- Maintaining a strong sense of community and belonging.



Qualifications and Personal Attributes

The next Head of School will be someone who:

- Is both able to be an instructional leader and an institutional leader (including marketing, admissions, alumni relations, and fundraising);
- Is passionate about supporting and promoting inclusion, previous experience working with neurodiverse students and employees would be highly valued;
- Is a team builder who seeks faculty input and listens well;
- Is open minded and authentic;
- Is a genuine, kind, and inspiring communicator who talks persuasively about the mission and values of the school;
- Sets a tone of celebration of school progress, appreciates contributions of faculty and staff across the school, and is visible and engaged;
- Is committed to an inclusive, comprehensive strategic planning process and will be able to launch it early in his/her tenure;
- Has experience with campus renovation/construction and funding for major building renewal projects;
- Has a very high level of intercultural competence;
- Is high-energy, committed to connecting with the local community, both Ugandan and expatriate;
- Has previous experience in Africa or in a similar environment;
- Is excellent at hiring inspiring teachers and leaders;
- Is steady with a sense of humor.

Learn More

Click on the links below to learn more about International School of Uganda.

[School Website](#)

[Strategic Areas Overview](#)

[School History](#)

[ISU Why Sheets](#)

[International Baccalaureate](#)

[Living in Uganda](#)

[Senior School Profile](#)



To Apply

Interested and qualified candidates are invited to contact the consultant in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Completion of a candidate questionnaire supplied by the consultant;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Dr. Karen Neitzel, Ed.D.

Senior Consultant

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