



**INTERNATIONAL SCHOOL
OF ZUG AND LUZERN**
Hünenberg, Switzerland

HIGH SCHOOL PRINCIPAL
Start Date: August 2022
iszl.ch



**Carney
Sandoe**
& ASSOCIATES



INTERNATIONAL SCHOOL OF ZUG AND LUZERN

respect | motivate | achieve

Mission

We are a community of learners determined to make the world – or our corner of it – a better, kinder place. We reflect our values in everything we do so that we make the most of opportunities and challenges in a spirit of enthusiastic inquiry.

Vision

We help every student turn their learning into action, creating the opportunity to stretch themselves further and achieve more than they believe possible.

OVERVIEW

Founded in 1961, the International School of Zug and Luzern (ISZL) is a leading International Baccalaureate (IB) World School for students ages 3 to 18. A warm and welcoming school located on two campuses, it is a world-class learning community that combines strong pedagogical beliefs, centred on the child, with the anchoring of its Mission and Vision.

As an IB World School, ISZL offers four IB Programmes and the American Board-approved Advanced Placement exams. Examination results sit well above international school averages. The School is distinct for its pastoral care of students, strong outdoor education programmes, commitment to inquiry-based learning, and a strong international community that connects students with the greater world around them.

ISZL is seeking a new High School Principal effective from August 2022. Reporting to the School Director, the next Principal will work with a strong Leadership Team and a dedicated group of nurturing, hard-working, and talented teachers who serve as learning leaders for students in the classroom and beyond. ISZL has a very high retention rate among teachers and administrators. This reflects the School's ethos of community and collaboration, and the high level of professional growth opportunities.

This is an exciting time for an accomplished individual to take the reins of a highly respected school in the incomparably beautiful setting of central Switzerland. The successful candidate will be a talented leader, a dynamic, forward-thinking presence at ISZL, and a truly student-focused educator prepared to lead with ISZL's Mission and Vision at the forefront.



Fast Facts

Founded in 1961

Coeducational, not-for-profit day school with an open admissions policy

1,200 students from 60+ nationalities; 7% from local population

439 High School students

Over 200 faculty from over 30 countries

Staff turnover of 7%

IB World School offering PYP, MYP, CP, and DP; plus College Board APs

Accredited by CIS and NEASC

SCHOOL HISTORY

ISZL is the result of a merger between two international schools in 2008. The oldest of these, The International School of Zug, was founded in 1961. It opened a campus in Luzern in 2006 in response to growing demand from the expatriate community in that area. The Riverside School was founded in 1990 as a High School, offering the American College Board's Advanced Placement (AP) programme and the International Baccalaureate Middle Years Programme (MYP). In 2001, it became the first school in Switzerland authorised to offer the IB Middle Years Programme (MYP).

Joining these schools together resulted in a seamless programme, from Early Years through to Grade 12. From the first cohort of just 14 students in 1961, the International School of Zug and Luzern now educates around 1,200 students from over 60 different nationalities. ISZL has become a vibrant community with an innovative vision that celebrates its past, focuses on its present, and prepares for its future.

THE SCHOOL

ISZL is an outward-looking school, constantly striving to reflect and improve upon best practices. Its current Strategic Plan outlines several goals, based on the central idea that as a world leader in international education, its motivated students will have the skills, empathy, resilience, and ambition to embrace the challenges and opportunities of a changing world.

LEARNING PRINCIPLES

Centred on the Learner

Every learner is unique, bringing with them a diverse set of skills, experiences and prior knowledge. They are the key drivers of their learning.

Meaningful

Learning that is active, constructive, intentional and authentic. It empowers students to retain information and apply what they learned to solve problems beyond the classroom..

Challenging

We communicate high expectations and encourage learners to achieve to the best of their abilities in order to motivate students to reach their potential and keep them engaged in learning.

Emotional

The interplay between emotional well-being, motivation and cognition influence a student's ability to learn.

Connected

Knowledge and understanding are built through social interactions in a collaborative culture.

Informed by multiple assessments

There is a strong emphasis on formative feedback enabling both students and teachers to receive feedback that is actionable.



As more than just an IB World School, ISZL is authorised to offer the Primary Years Programme (PYP), Middle Years Programme (MYP), Career-related Programme (IB CP), and Diploma Programme (IB DP), as well as Advanced Placement (AP), BTEC, and its own ISZL innovation courses. Differentiated instruction and well-resourced student support services help teachers meet the individual learning needs of all students at the School. The academic programme is intentionally designed to be a continual journey of self-discovery and development from the Early Years through Grade 12. Small class sizes in a supportive, encouraging, and challenging learning environment facilitate a student-centred approach to education.

The School recognises that its most important asset is its faculty and staff. ISZL is a community where positive relationships are central to the mission of the School. Practices that establish and nurture relationships between staff, students, and parents are embedded in school life. There is a culture of mutual respect that supports ISZL's global community, to learn and live together in harmony. With employees from more than 30 countries, ISZL is international in every sense and has a vast array of world experiences to share.

ISZL is a non-profit institution accredited by the Council of International Schools (CIS) and the New England Association of Schools and Colleges (NEASC). ISZL is supervised by the Educational Authorities of the Cantons of Zug and Luzern and operates with their approval. The School is a member of the Swiss Group of International Schools and the Educational Collaborative for International Schools, and the Association for the Advancement of International Education.



LEARNING AT ISZL

ISZL's High School provides an academically challenging and balanced programme that prepares students for success at university and in life beyond ISZL.

Grades 9 and 10 study the final years of the MYP. Students study at least two languages as part of their programme. They complete the programme in Grade 10 with the Personal Project, the second of two major capstone projects, the first completed as they leave Middle School.

In Grades 11 and 12, students can select between the IB DP and CP, or the ISZL High School Diploma (HSP). Students who choose the HSP have access to AP college-level classes in over 20 subjects. The HSP also allows students to take a BTEC Diploma in Creative Media as part of its commitment to career-related learning experiences as well as any of the ISZL Innovations courses in English, humanities, science, and music.

In the younger years at ISZL, there is a commitment to the inquiry-based approach of the PYP, which reflects the philosophy of Reggio Emilia. Student learning through the Primary Years is characterised by an inquiry-based and trans-disciplinary approach and reflects the standards and practices of the PYP. One in four ISZL students stay at the School from Kindergarten to graduation in Grade 12.

At all levels, students are exposed to a wide range of academic opportunities beyond the classroom, including residential weeks, major stage productions, sporting and creative opportunities, and learning retreats in the School's mountain chalet.



College Placement

The class of 2020 matriculated to the following colleges and universities across the globe, among others:

Abertay University
Cardiff University
College of William and Mary
Coventry University
Detroit Institute of Music Education
Durham University
Eindhoven University of Technology
Erasmus University Rotterdam
ESADE Business School
ETH Zurich
European Business School Geneva
Franklin University Switzerland
Imperial College London
Leiden University College The Hague
Luleå University of Technology
McGill University
Mittweida University of Applied Sciences
New York University
Regent's University London
Ringling College of Art and Design
Rollins College
Royal Holloway, University of London
Stanford University

Tilburg University
University of Amsterdam
University of Bath
University of Cambridge
University of Edinburgh
University of Essex
University of Glasgow
University of Leeds
University of Manchester
University of Melbourne
University of Sheffield
University of Southern Denmark
University of St. Andrews
University of St. Gallen
University of Sussex
University of Technology, Sydney
University of Warwick
University of York
University of Zurich
Utrecht University
Vrije University Amsterdam
Yale University



ISZL's Personal Development Programme (PDP) ensures that the School provides an atmosphere conducive not only to academic excellence and success, but also to the development of social skills and a well-rounded character. ISZL believes that compassion and a risk-taking approach to learning are just as important as critical and creative thinking skills. The PDP promotes a climate of respect, in which students are encouraged to develop self-confidence, positive relationships, and the motivation to learn. By teaching essential skills in social and emotional areas such as identity, relationships, behaviour and social norms, and healthy living, the Programme provides the support structure students need to succeed in all areas of school life.

For a complete overview of current academic offerings, see this year's [ISZL Academic Course Guide](#).

SCHOOL LIFE

ISZL is an inspiring learning environment. It aims to enthuse, engage, and inspire a generation of critically aware, creative, and knowledgeable global citizens ready for the challenges and changes that lie ahead. ISZL offers a programme already rich in the Arts and sports, complemented by many student clubs, which make the most of its unique and stunning location in the forests and hills of Central Switzerland. Students are encouraged to participate in visual and performing arts, which provide a foundation for imagination, risk-taking, and creative expression.

ISZL's various studios, music rooms, and theatres allow students to pursue their interests and passions in state-of-the-art facilities. Students may also play on a variety of teams, including soccer, basketball, tennis, rugby, volleyball, track, swimming, and skiing.



A wide range of clubs and activities match the diverse personalities and interests of the student body and encourage them to have fun together and make new friends. Many of the activities are offered to a range of grade levels, and students can pursue leadership roles in the later grades. Clubs are varied and exciting and include Model United Nations, Art, and Computer Coding, among others, at the High School.

ISZL promotes participation in the Duke of Edinburgh Award, the world's leading youth achievement award, giving children the opportunity to grow as young adults and develop team-building skills. ISZL students also host the annual [Youth Forum Switzerland](#) event, which was founded by ISZL students and has grown into a multi-school event with delegates from other Swiss schools and as far afield as the United States.

ISZL also believes that an understanding of communities, how we relate to them, and the effects we can have upon them, are critical components of its education programme. The School actively embraces every opportunity to connect students through the development of authentic, age-appropriate, and sustainable partnerships with local communities. These partnerships are rich in their breadth and diversity and include engagement through community service and action, cultural exchanges, sporting engagement, trips and excursions, educational partnerships, and curriculum-led initiatives.



CAMPUSES

The current facilities of ISZL are situated in three different locations and include a Chalet in Wengen, a village in the Alps. The Zug Campus in Baar houses the Primary and Middle Schools. The main building, the Wettinger House, was constructed in the late 17th century and is surrounded by modern buildings. The Middle School building is a new, purpose-built facility comprising classrooms, offices, and dedicated science laboratories. Adjacent is a theatre with a full-size stage and seating for 450 people, enabling the School to hold assemblies and special events on site. There is a full-size gymnasium, a half-size gymnasium that is used for Early Years, and a synthetic grass sports field.

The High School campus, located in Hünenberg, is home to over 439 High School students. This new campus has three principal facilities: the main building, which comprises modern classrooms, state-of-the-art science laboratories, a library and music rooms; a triple gymnasium built in 2013, which includes a dance studio, techno gym fitness-centre, and climbing wall, and the art factory, a dedicated modern space for visual arts.

In addition, ISZL owns and runs an outdoor education centre in Wengen, in the Swiss Alps. It has 86 beds in en-suite bedrooms as well as a kitchen and dining area. It is used for the academic programme, the School sports programme, outdoor learning, and musical, leadership, and academic retreats.

LIFE IN ZUG AND LUZERN

ISZL is fortunate to be situated in one of the most beautiful, culturally diverse, and safe countries in the world. With four national languages and a history of attracting talent from around the world, it is a truly global country. Switzerland ranks at or near the top of several international surveys relating to quality of life.

The Cantons of Central Switzerland, including Zug, Luzern, and Zürich, are located in the very heart of Switzerland and offer an exceptionally high quality of life. Surrounded by mountains and beautiful alpine lakes, the region offers easy access to some of the world's most glorious natural environments and easy access to some of the best hiking and mountain sports in the world. German is the official language of Central Switzerland, with English being widely spoken.

Zug is a beautiful lakeside town in Central Switzerland and derives its name from a fishing tradition; in the Middle Ages, the word translated to the right to “pull up” fishing nets. Residents speak Swiss German; however, over a quarter of the population is comprised of foreign nationals, making Zug a truly international location, with around 126,000 people residing in the Canton. Central Switzerland's geography is diverse, including an impressive moraine landscape resulting from the Reuss glacier. Some of the best hiking and mountain sports globally are on ISZL's doorstep, with many ski resorts under an hour's drive away.

Zug is 40 minutes from Zürich International Airport and 20 minutes from the cosmopolitan city of Zürich. Its location in the centre of Europe allows for easy opportunities to explore some of the most loved cultural sites in the world. Zug provides an exceptional quality of life in the haven of Switzerland. It is a paragon of efficiency, cleanliness, and security, and remains a short journey from major European cities.

KEY OPPORTUNITIES

The next High School Principal is expected to:

- Continue to develop a culture of inquiry as a consistent across the curriculum and in professional learning.
- Manage systemic, compassionate change processes.
- Further an entrepreneurial spirit.
- Continue to build on ISZL's strong examination performance and university acceptances.
- Further advance ISZL's commitment to diversity, equity, and inclusion.
- Continue to advance and integrate the experiential learning programme.
- Support further alignment of the MYP in Grades 6-10.
- Further develop social and emotional support programmes.
- Cultivate student-driven initiatives, including environmental sustainability, service, and ISZL's [Youth Forum Switzerland](#) programme.
- Continue to build on ISZL's strong community relations and connection, particularly following COVID-19 restrictions.

ISZL STRATEGY

CULTIVATE PERSONAL EXCELLENCE

Develop all learners' awareness of their unique profile so they can share in the responsibility for driving their learning.

DEEPEN OUR APPROACH TO LEARNING

Design and facilitate learning that demonstrates dynamic cycles of inquiry, action and reflection.

CONNECT WITH COMMUNITY

Cultivate effective internal and external communication and engagement.

ESTABLISH EXCELLENCE IN RESOURCES AND OPERATIONS

Advance ISZL's operations to enable a stable and agile environment for learning innovation and development.

ADVANCE ACTIONS TO BUILD A CULTURE OF SUSTAINABILITY

Ensure that by 2025 ISZL is operating carbon neutral with no or very limited compensation/CO2 offset purchase required.

DEVELOP FUTURE-READY FACILITIES

Establish a viable facilities plan that aligns with a future-focused vision of learning.

KEY RESPONSIBILITIES

Guided by ISZL's Mission, Vision, and Values, the High School Principal:

- Facilitates a safe and positive environment for student well-being and optimal student growth and learning.
- Recruits, develops, and retains high-calibre faculty and staff members.
- Develops, reviews, and evaluates the High School programme in collaboration with High School Faculty and the Deputy Director.
- Commits to cultivating a collaborative culture across the School, from students to teachers to families, explicitly building a sense of psychological safety and trust.
- Continues to develop three learning pathways that celebrate the uniqueness of each student (IB Diploma, IB Career-related Programme, High School ISZL Programme with Advanced Placement courses).
- Ensures the integration of ISZL's Learning Principles to continuously improve learning.
- Ensures sound and learner-centred financial management, including accurate programme budget and fiscal accountability.
- Uses the school-wide strategic plan to establish short and long-term goals for growth and improvement milestones within the community.
- Uses the Professional Learning Framework and [ISZL Educator Competencies](#), and partners with teachers to evoke excellence and support growth.
- Provides clear and timely communication to the High School community utilising multiple platforms.
- Oversees College/University admissions process.
- Liaises with groups (e.g. Parent Association) to ensure constructive and actionable feedback loops.
- Serves on ISZL's Senior Leadership Team, Instructional Leadership Team, and leads the High School Leadership Team.
- Works in close partnership with ISZL's Leadership Team to advance ISZL's learning environments and facilities development.

KEY LEADERSHIP SKILLS AND ATTRIBUTES*

To support ISZL's community of learners in making the world – or ISZL's corner of it – a better, kinder place, a successful candidate will be:

**Selected from IBO Leadership Competencies/Framework, as adopted by ISZL*

A strong pedagogical leader who will:

1. Model an inclusive, learner-centred environment within teams.
2. Make learning the organising force of the work.
3. Ensure professional learning is linked to improved learning and well-being.
4. Nurture transparent accountability systems (i.e., ISZL Professional Growth Framework) with established success metrics, clear evidence, and processes to help teachers develop and achieve.
5. Promote interest and understanding about how to use research and data for student learning and school improvement.
6. Support and/or co-create opportunities for staff members and students to apply innovative ideas to build capacity in themselves, colleagues, and others.

A strong strategic leader who will:

1. Using the ISZL guiding statements, regularly articulate, promote, and align with a vision for the School's future.
2. Employ systems thinking through developing an awareness of the complexity and interdependencies of events, challenges, and decisions.
3. Take decisive actions after careful reflection and examination of challenges, varying stakeholder perspectives, and assumptions.
4. Develop and manage effective teams and workgroups to accomplish focused goals and objectives.
5. Seek and use feedback from different stakeholders to celebrate, refine, and shift actions as needed.
6. Demonstrate an ability to manage and lead oneself, focusing on priorities that have a clear impact.
7. Cultivate self-awareness and a capacity to act on learning through deliberate practice and reflection.

A strong entrepreneurial leader who will:

1. Lead toward the future by being proactive with change rather than passively waiting to be affected by it.
2. Continually read and interpret the learning environment to identify patterns and needs for development, and to leverage points for new, necessary actions.
3. Seek out and engage in communities of educators (and others) who take innovative and risky approaches to improve organisations and society.
4. Creatively generate new ideas, redefine problems, and act persuasively to get people alongside ideas.
5. Analytically redefine and formulate problems to find new solutions and use resources effectively to solve problems.
6. Look to balance new ideas and practices and the school community's capacity to implement them.

A strong relational and cultural leader who will:

1. Cultivate trusting, respectful, and collaborative relationships across the whole School.
2. Demonstrate a commitment to international mindedness and promote intercultural understanding and respect.
3. Balance diverse cultural expectations in the service of achieving the School's Mission and Vision.
4. Appreciate differing cultural expectations of teaching, learning, and education.
5. Understand and respond to cultural expectations of others in the community and demonstrate flexibility in meeting those expectations.

TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as one PDF document:

- A letter of interest (one page).
- A current résumé (maximum of two pages), to:

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ISZL supports, respects, and seeks inclusion for all community members, including but not limited to: Age, Disability, Ethnicity, Gender, Gender Expression, Gender Identity, Health Needs, Languages Spoken, Marital Status, Mental Health, National Origin, Political Affiliation, Race, Religion, Sex, and Sexual Orientation.