

ISU

LEARN | CONNECT | CONTRIBUTE



SENIOR SCHOOL PRINCIPAL SEARCH - FOR AUGUST 2027



OVERVIEW OF THE SCHOOL

The International School of Uganda (ISU) is an International Baccalaureate World School (PYP, MYP, DP) 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 60 years ago, as the first international school in Uganda, it currently serves over 550 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 main property. ISU is accredited by the Council of International Schools, Middle States Association of Schools and Colleges, and the International Baccalaureate. Our next cycle of self-study and accreditation will take place in the 2030-2031 school year.

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, TEDx, PYP exhibition, 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 at the senior school level and a local league with schools in Kampala for both junior and senior school students. 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.





The school is a non-profit organization governed by a board of directors - 7 are elected by the association (parent and teachers), one is appointed by the United States Ambassador to Uganda, and the board can appoint up to two further board members. The board appoints a Head of School who oversees the school and is supported by an Organizational Leadership Team which includes the Business Manager, the Junior School Principal, and the Senior School Principal. The Junior School team includes an Assistant Principal/PYP Coordinator, Learning Support Coordinator, Counselor, IT Integrator, Grade Level Team Leaders, and a whole school Director of Strategic Initiatives, an Activities and Athletics Director, IT Director, and Librarian.

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), 4 prototype classrooms (2023) and an additional covered multi-purpose sports hall (2024). A long-range financial and implementation plan is in place to further remodel all classroom spaces in the next five years along with the development of a new center of learning to replace the current library facility. A facilities master plan was updated in 2020 along with the creation of a set of design principles to inform project development and concepts of accessibility, sustainability, and innovative learning.

MISSION, VISION, LEARNING PRINCIPLES

Our Mission

We are a diverse community of learners who come together to realise our individual and collective learning potential by creating a culture of belonging, opportunity and challenge.

Our Vision

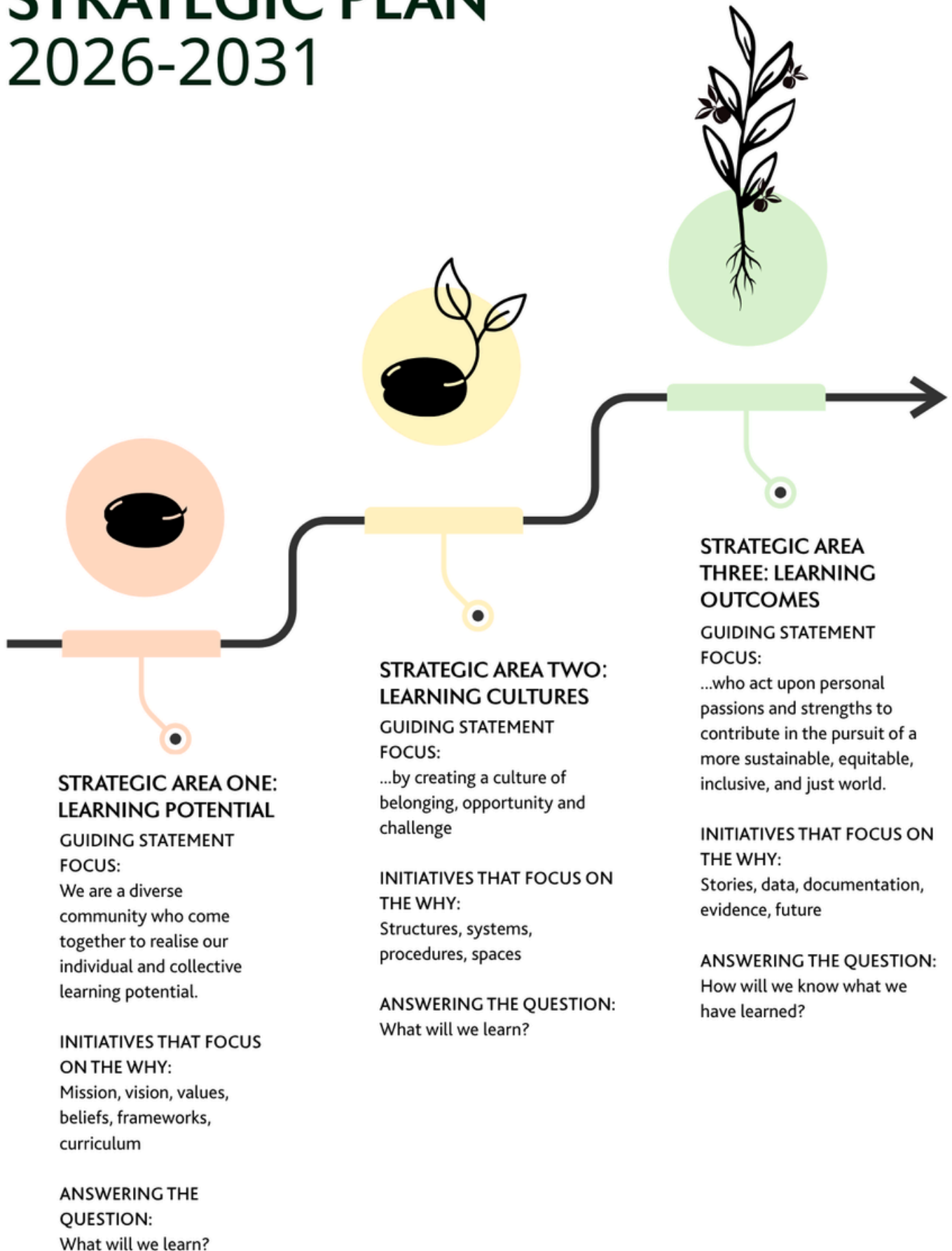
We seek to foster lifelong learners who are agents of their learning and wellbeing; who seek a deeper understanding of, and connection to, themselves, others in the school, Uganda and global communities; and act upon personal passions and strengths to contribute in the pursuit of a more sustainable,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

Learning Principles

Learning is...

1. Inquiry Driven - Inquiry-based learning empowers students to have agency of their learning, to reflect upon their prior knowledge and wonderings, to ignite curiosity leading to the development of questioning, research and critical thinking skills, resulting in active engagement in the learning process.
2. Inclusive - Inclusive learning embraces diversity by creating equity and access for all learners to belong and realise their potential through appropriately designed levels of challenge and support.
3. Social - Learning is enhanced through positive, collaborative interactions, built upon inclusive and respectful relationships that deepens the learning of the individual and community.
4. Reflective - Reflective learning is an ongoing cycle of feedback, thoughtfulness and self-adjustment leading to greater ownership of, and growth in, learning.
5. Authentic - Learning should have real life application and be connected with local and international communities and contexts, in order to develop a sense of purpose and responsibility and to build lifelong skills, dispositions and understandings required to take positive action.
6. Personal - Learning is a deeply personal experience, involving a continuous development of understanding one's interests, strengths and areas for growth in order to self-adjust, self-advocate and develop personalised learning pathways.
7. Enhanced by the Environment - The learning environment should be designed for purpose: to invite thinking and innovation, collaborative learning and independent exploration in a context of accessibility for all, safety and challenge.

STRATEGIC PLAN 2026-2031



SENIOR SCHOOL PROGRAMME

The ISU Senior School comprises Middle and High School grade levels from Grade 6 to Grade 12. We follow the IB Middle Years Programme from Grades 6 to Grade 10 which was first established at the school in 2003. In Grades 11 and 12 we follow the IB Diploma Programme as well as the ISU High School Diploma. At each grade level there generally three sections, with grade level leaders to support the grade and subject area leaders to support the eight subject areas. To find out more about key aspects of our programme you can review the guides linked in the resource section below.

STUDENTS

ISU has approximately 550 students school wide with 200 in the Junior School and 350 in the Senior School (grades 6-12). Our students represent over 50 nationalities with around 20% US citizens, and 20% Ugandan citizens. Our families are in Uganda with the diplomatic community, NGO's, the United Nations, local and international business. We are an inclusive school and have students with a range of learning backgrounds and neurodiversity.



FACULTY

ISU has 76 teachers (40 in the Senior School) and 9 educational leaders across the school representing 21 nationalities. The school is supported by a team of administrative staff and support staff.

QUALIFICATION, EXPERIENCES, CHARACTERISTICS

- Minimum Master's degree in Education, Educational Leadership, or a related field.
- Relevant, educational and leadership experience in an international school setting abroad, specifically with the IB MYP and DP curricular.
- Energetic leadership, to inspire, motivate and maintain our positive professional culture.
- A culturally responsive leader who actively seeks diverse perspectives.
- A champion of whole-child and inclusive education.
- Interpersonal skills with ability to listen for understanding and communicate effectively.
- Strong organizational and people-management skills
- An open-mind with the ability to adapt and be flexible.

RESPONSIBILITIES

- Create a healthy and respectful learning environment with a focus on our concepts of diversity, equity, inclusion, justice and belonging.
- Understand, effectively articulate and implement the school's mission, vision, and learning principles.
- Collaborate together with faculty to provide leadership that is focused on supporting students, curriculum development and creating a culture of learning based on strong relationships.
- Communicate effectively with students, parents, faculty, and support staff through an environment built on trust where everyone is focused on the primary goal of individual student development.
- Support the continued development of the IB programmes together with the IB Coordinators/Assistant Principals as we continue our reflective and growth process through programme evaluation.
- Work together with the organizational leadership team (HoS, Principals, Business Manager) to support the school's strategic areas and day-to-day operations.
- Implement the ISU professional learning journeys and support the recruitment and retention of faculty through ongoing teacher development.
- Support all students working together with our student support team (counselor, learning support) together with all teachers promoting an inclusive learning environment.

LIVING IN UGANDA

Uganda is a diverse and beautiful country - the Pearl of Africa. At the International School of Uganda we are excited for you to experience it first hand. The people of Uganda are very welcoming, kind and dynamic. The climate and environment are unique with many opportunities from relaxing in the outdoors, rafting the river Nile, trekking with mountain gorillas, spotting a wide variety of wildlife on safari. Kampala is the bustling capital of Uganda, a country with one of the fastest-growing economies in Africa. Often called the city of seven hills, it now covers more than twenty. ISU is located in the suburb of Lubowa situated in between Kampala and Entebbe within close proximity to Lake Victoria. ISU provides a bus transportation service to support students living in different parts of Kampala and Entebbe. Faculty live in rented accommodation in Lubowa with access to a shopping center.



ADDITIONAL RESOURCES

- [Learn, Connect, Contribute Video Series](#)
- [Profile of an Educator](#)
- [Leadership Principles](#)
- [ISU WHY Sheets](#)
- [Senior School Grade Level Guides](#)
- [Year in Review Document \(2025/2026\)](#)
- [Parent Forum Series](#)
- [Senior School Profile](#)

CHILD SAFEGUARDING

At International School of Uganda, we are committed to ensuring the safety and wellbeing of all our students. As part of this commitment, we have implemented rigorous recruitment policies and procedures designed to safeguard our students and uphold the highest standards of child protection. Successful candidates will be screened and aligned with our child safeguarding policy and guidelines.



DEIJ STATEMENT

The International School of Uganda is working towards addressing Diversity, Equity, Inclusion and Justice in pursuit of its mission through curriculum, community engagement, diverse hiring practices and capacity building. Developing a culture of belonging through creating an inclusive, equitable and intentionally diverse community is a priority for our school.

SALARY AND BENEFITS

The salary and benefits package will be internationally competitive also taking the local context into consideration. The package will be commensurate with the qualifications and previous experience of the successful candidate. Further details will be given to shortlisted candidates.

APPLICATION PROCEDURE

Interested candidates should send an application at the earliest possible opportunity, but no later than August 1, 2026. Candidates should note, however, that in the event an outstanding applicant is identified early in the search process, ISU reserves the right to make an appointment before the deadline.

Please submit the following materials as one PDF attachment to (hos@isumail.ac.ug):

- Cover letter expressing interest in the Senior School Principal position
- Current resume/CV (not to exceed two pages)
- A statement of educational and leadership philosophy (one page)
- The names and full contact details of at least four professional referees, including your current supervisor

Start Date: August 1, 2027

Contract Length: Three year Initial Contract, subject to renewal

Additional information about the International School of Uganda can be found on the school's website at www.isu.ac.ug

