

Leadership Search



**American
International
School of
Lesotho**

Director
**American International School of
Lesotho**
Maseru, Lesotho

Application Deadline: September 18, 2022
Start Date: August 2023

ISS is pleased to conduct this full search. Learn more about how ISS works with search committees around the globe to fill leadership positions. www.iss.edu/services/administrative-recruitment

The American International School of Lesotho (AISL), a unique Pre-K through Grade 8 school located in beautiful Maseru, seeks a new Director who is an inspiring, collaborative, and strategic "champion of change" to lead this proudly diverse school in fulfilling its commitment to nurturing responsible world citizens and lifelong learners.

School Overview

The American International School of Lesotho (AISL) is a non-profit, independent, coeducational day school that offers an American educational program to students from preschool (age 3) through 8th grade (age 14). The school was founded in 1991 to serve the needs of the American community and other students seeking English-language education. AISL is registered with and supported by the United States of America Department of State and Office of Overseas Schools. The school began as a one-building campus in Maseru West and is now a larger campus in central Maseru next to the United Nations offices. AISL is a unique school dedicated to academic excellence and personal development for children.

AISL Core Beliefs and Values

AISL offers a strong U.S.-style education program for the children of U.S. Citizens and children of other nationalities. We encourage and foster an approach to education that enables students to take full advantage of the local context and diverse community; increases mutual understanding and cooperation between the people of Lesotho, the United States, and other nationalities by serving as a demonstration of best practices "We are a caring community, following each child's path to a strong academic, physical and social foundation, nurturing responsible world citizens and life-long learners." Click [here](#) to learn more about AISL Core Beliefs and here for the [Graduate Profile](#).

Accreditation

AISL is an accredited international school with the Middle States Association (MSA). The school follows the AERO standards for academic growth. Three times a year, the school conducts the online MAP testing (Measure of Academic Progress - NWEA) for students from Kindergarten through to grade 8. AISL is also a full member of the Association of International Schools of Africa (AISA), which is a strong supportive network of international schools across Africa.

Governance

AISL is governed by a Board of Advisors who each serve two-year terms. Five of the Board members are elected by the AISL Parents' Association at The Annual General Meeting. Two board members are appointed by the U.S. Ambassador, and up to three are self-appointed by the Board per its needs/wishes. Membership in the Association is automatically conferred on the parents or guardians of children enrolled in the school.



The Academic Program

Curriculum

The curriculum is similar to established American schools and based on the standards of AERO (American Education Reaches Out - www.projectaero.org). Modern American textbooks and teaching materials are used. Regular academic courses include language arts, reading, mathematics, science, and social studies. In addition to the traditional academic courses – music, art, IT, French and physical education are all offered.

Early Years



The Early Years, preschool, pre-kindergarten, and Kindergarten, focus on foundational skills in the areas of fine and gross motor skills, phonics, and writing. Reading begins in the early years, and students are encouraged to read with family and in school. Play-based learning is used extensively to promote an inquiry-based learning approach to education. AISL also promotes character education through teamwork, collaborative activities, presentations, discussions, opinion sharing, etc. MAP Testing is completed in Kindergarten for data benchmarking only. It is not shared with parents. It allows the school to have a baseline for reading and mathematics for comparisons in elementary school.

Elementary School

Grades 1 through 5 builds on the foundation developed in early years. A strong focus is placed on developing reading and numeracy skills. The use of running records to monitor reading levels, in conjunction with literacy-focused activities in the library, students are monitored for their reading growth. Numeracy interviews are conducted twice a year to observe how students explain their understanding of mathematics to identify areas or skills that need developing. AISL Also builds on character development and service-learning activities throughout elementary school. AISL feels it is important to build strong character and content foundations. Students may use their own devices in school, but AISL has a range of devices that can be used in the classroom to access information. After-school activities build on character development, allowing students to participate in a range of sports and cultural activities.



Middle School

Currently, the last grade in AISL is grade 8, so the middle school focuses on academics and character building, particularly leadership and collaborative skills, so that future endeavors can benefit from their experiences. Students in middle school have experiences in mathematics, language arts, social studies, science, physical education, art, music, French lessons, library, and technology. Students are encouraged through pastoral care to develop their own identities and character strengths. They learn how they contribute to the world and their impacts on how they can contribute positively to an ever-changing society.



Technology

The school has a dedicated I.T. lab and a series of devices available in the classroom. Middle school students are encouraged to have their own devices for learning. Staff have an issued laptop, and all classrooms are provided with a digital whiteboard. The campus has optic fiber internet, which runs through a Wi-Fi network across the campus.

Arts, Athletics, & After School Activities

AISL provides a rich and diverse range of co-and extracurricular activities to support students' personal development. This includes sporting, cultural, and character-building activities. The range and offerings change periodically to link to available activities and student interests. The school is a founding member of MAPS (Maseru Association of Private Schools), where a small group of small schools interacts through sport, academic challenges, and cultural events.



The Community

Students

Students of AISL come from a range of nationalities and cultures. In recent years, approximately 20-25 nationalities have been represented on campus. Students come from families who are posted to Lesotho for diplomatic posts and business in the country. The school also has a core group of local students who attend the school.



Faculty

The teaching faculty come from a range of backgrounds and experiences. All have qualifications in education, some working on advanced degrees. The average tenure of an expatriate teacher in Lesotho is 3-4 years. As AISL is a member of AISA, it has access to many professional development opportunities available in person or through online portals.

The school also encourages faculty to find their own appropriate and suitable professional development opportunities and apply for financial support. AISL's academic leadership team consists of volunteer teachers and support staff who meet to discuss school-related issues and offer recommendations for how the school moves forward with its vision and strategic plan.

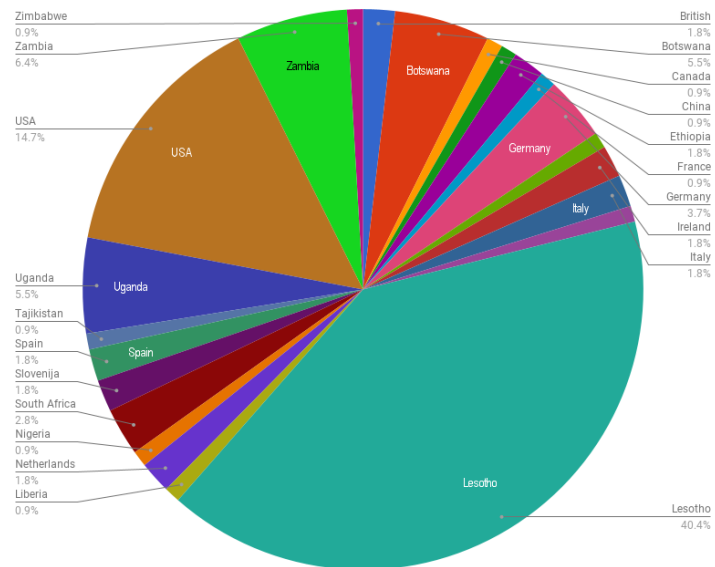
Parents

Parents are essential partners in the AISL community. The PTA has changed its format. The school is looking to revitalize and redesign how parents contribute time and support to the school through a parent association. This is under review and will be supported through board initiatives.

Diversity, Equity & Wellbeing

Over the past few years, the school has engaged in discussions regarding DEI and its relation to AISL. Policy review, handbooks, practice, and curriculum review has occurred to ensure AISL follows international best practice. AISL currently has 22 nationalities represented among its student body and nine nationalities among the staff. The school is proud of this diversity and feels that the differences that people bring to the school help it become stronger.

Students learn differently. AISL has a dedicated learning support teacher who works with students, parents, and teachers to support students' needs. The learning support program identifies, plans, and monitors support implementation. Parents are encouraged to participate in this process and help develop support reinforced in the home. The students' safeguarding, protection, and wellness are essential to their success. AISL has a dedicated child protection officer who monitors, provides professional advice and training, and ensures that the campus is a safe space for all stakeholders. Additionally, AISL has developed a wellness committee focused on bringing wellness and balance to the school community.



Academic Calendar

The school operates on a northern hemisphere calendar running from Mid-August through mid-June the following year. The school board-approved calendar aims to have between 180 and 185 school days each calendar year. There are three trimesters and three reporting periods in the school year.



The Campus

Facilities

The campus has dedicated classrooms for the different grade levels and specialty areas. In 2021, the school opened a new multipurpose building that contains a kitchen and the school library. The building also serves as a safe haven during security events. The campus is across the road from the Maseru Sports Club. The school has a relationship to use the sporting facilities, including a 15m pool, tennis and basketball courts, open field, and squash facilities. Around the corner from the school is the Maseru Golf club, which has a 9-hole facility.

Environmental Sustainability

The school constantly focuses on environmental issues throughout the curriculum and the impact they can have on Lesotho and the broader communities' understanding of sustainability. The school participates in recycling and is looking for further projects for students to participate in.



Living in Lesotho

Lesotho is a beautiful mountainous landlocked country enclaved entirely in the Republic of South Africa. It is roughly the size of Maryland, USA. The country features Africa's highest mountain south



of Kilimanjaro, Thabana Ntlenyan, at 11,400 feet. Thabana Ntlenyan host one of Africa's only ski resorts.

The capital city of Maseru offers dining, shopping, and entertainment options, while the countryside offers fun and adventurous outdoor activities such as mountain biking, hiking, and horseback riding. Lesotho is famous for its hospitality, generosity, and beauty. The country's growing

economy principally exports textiles, diamonds, manufactured goods, and water.

Interesting fact: Dinosaur footprints have been found at many sites in Lesotho. In fact, the Lesothosaurus, which lived around two hundred million years ago, was named after Lesotho.

Follow the American International School of Lesotho to Learn More



Fast Facts

Year Established	1991
Accreditation Agency	Middle States Association (MSA)
School type	Non-Profit Co-education day school
Language of Instruction	English
Student Age Range	3 - 14 years Preschool to Grade 8
Total Enrollment	110
Lower School Enrollment	85
Middle School Enrollment	25
Student Nationalities	22
Percentage Home Country Nationals	25
Percentage Annual Student Turnover	10%
Average Class Size	12
Student to Teacher Ratio	6:1
Number of Faculty/Staff	35
Faculty Nationalities	8
Percentage Annual Faculty Turnover	5%
Number of Board Trustees	10-15, including 2 Ambassador appointees
Tuition (2021 - 2022)	14,000 USD (Sponsored students), 100,000 maloti
Annual Operating Budget	\$1 - \$1.2 million USD



Desired Qualities & Qualifications

The next **Director** will:

- Serve as the pedagogical and strategic leader of the school by creating and promoting a positive collaborative and collegial learning environment.
- Be an engaging, visionary, and transformative leader who is articulate collaborates well with key stakeholders, builds consensus, and promotes the School Promise.
- Be a visible community builder with strong social-emotional intelligences, excellent cultural competency, and respect for Lesotho culture.
- Possess financial acumen to manage the school's business and administrative operations to ensure long-term financial stability and growth.
- Be an inspirational and purposeful leader with a strong background in curriculum, pedagogy, professional development, and academic excellence.
- Be a strategic thinker and decision-maker who partners with the Board to lead accreditation, strategic planning, and reforms; Have the leadership agility to embrace effective and responsive governance.

Read more about the desired skills and qualities for this position [here](#).

Application instructions are found on the final page of this announcement.

Application Instructions

Nadine Richards, Director of ISS Leadership Searches will serve as the lead consultant for American International School of Lesotho | Director search. She will be assisted by members of the ISS Global Recruitment Team.

Interested candidates should apply through the ISS EDUrecruit portal, where you will be prompted to submit the following confidential materials: ([Application Deadline: September 18, 2022](#))

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- Three confidential, supervisory references requests to your EDUrecruit profile from the last seven years, including one from your current post

Candidates New to ISS EDUrecruit, register for an account to apply for this position using this [link](#). *
To apply in EDUrecruit, click here: [American International School of Lesotho | Director](#)

Candidates Already Registered with ISS EDUrecruit, log into your account [here](#). *
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*There is no fee to apply for this position. If you are interested in full candidate membership so all schools can access your profile, you can upgrade at any time for USD\$75. *

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and American International School of Lesotho (AISL) reserve the right to close the selection process at any time. If you require any assistance with the portal or have any questions, please contact execsearch@iss.edu.

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened. International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided, and we also reserve the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process. Hiring is contingent upon a successful background check.

ISS is committed to "Making a World of Difference" in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. You can read more about our commitments [here](#).