

POSITION STATEMENT

INTERNATIONAL SCHOOL BANGKOK

BANGKOK, THAILAND



HEAD OF SCHOOL SEARCH
START DATE: JULY 1, 2026 OR 2027





OVERVIEW

International School Bangkok (ISB) commands worldwide respect and recognition in the landscape of international schools. The first international school in Thailand, founded in 1951 on the grounds of the U.S. Embassy, ISB is fully enrolled, well-resourced, and vibrant with a community spirit that inspires passionate loyalty from generations of alumni.

Students thrive at ISB. By valuing holistic growth—spanning academics, the arts, athletics, leadership and more—ISB provides high challenge and high support for every student, ensuring each achieves their fullest potential through a rich, engaging program.

Mission: Through outstanding teaching and learning in a nurturing environment, ISB inspires students to achieve their academic and personal potential; be passionate, reflective learners; become caring global citizens, and lead healthy, active, balanced lifestyles.

Community is a widely celebrated strength. ISB thoughtfully integrates a rich mix of American, Thai and international cultures. Student enrollment includes many families connected to the U.S. Embassy and other diplomatic missions, the United Nations and other international organizations, and global business enterprises. The combination of people, place, and purpose makes ISB a remarkable leadership opportunity.

In ISB's next chapter, the Head will lead the School to solidify and champion its distinct identity within a competitive international market. Central to this work is a leader who will strengthen coherence in teaching, assessment, and student experience by building common frameworks and standards while ensuring that ISB's long-standing commitment to inclusion, multiple pathways, and care for diverse learners remains a defining strength. This role calls for a deep focus on refining teaching and learning, partnering with talented faculty, and building effective, collaborative leadership teams throughout the school. ISB's new leader will also navigate shifts in the educational landscape, drive operational and fiscal excellence, and maintain a strong governance partnership with the Board to ensure the School's continued forward momentum.

The work ahead requires a leader who will bring deep educational expertise, strengths in building both healthy community and high-functioning systems, and be a positive, uplifting presence for the entire school. The Board of Trustees seeks to identify the next Head of School at ISB for July 2026 or 2027, and we invite you to consider this special opportunity.

BANGKOK

Bangkok is a dynamic global city that brings together deep cultural history and contemporary life. Centuries-old temples and vibrant street markets sit alongside international arts venues, world-class restaurants, major festivals, and research universities, making Bangkok both a compelling place to live and a gateway to the wider region of Asia. International School Bangkok is located in Nichada Thani, a planned residential community just outside the urban core. Nichada offers a safe, green, and family-friendly environment with extensive amenities. Many ISB families, teachers, and leaders live in Nichada, with ISB just minutes away by bike or on foot. This community-school dynamic, rare for a city school of ISB's size, creates the kind of engagement that strengthens culture and enriches the experience of daily life for all.



THE PROGRAM

ISB provides an inclusive, challenging and supportive curriculum grounded in a U.S. educational foundation and enriched by globally recognized programs. The school strives to be relentlessly student-centered. The academic program is U.S. accredited, IBDP authorized, and wholly independent. The high school offers diverse academic pathways, including the IB Diploma Programme and an expanded Advanced Placement (AP) program. Enhancing this selection further, dual-credit courses through Syracuse University Project Advance (SUPA) will be introduced next year. These pathways offer the rigor and flexibility necessary for students to pursue unique interests while following personally meaningful routes to graduation. The School has been strengthening instructional structures, including PLCs and curriculum design, increasing its focus on data and authentic assessment.

Learn more about the ISB program at:
<https://www.isb.ac.th/curriculum-academics-learning>

A student says of their experience: "The personalization of learning has really helped me learn (reading books that were a "just-right" level for me in ES, taking the MS math classes with the best level of challenge and support for me, being able to choose from a plethora of HS course/pathway options). I love how I can...come together with other students to collaborate with and learn from each other."

The School offers robust student support services including: learning support for mild-to-moderate learning differences, proactive social-emotional counseling, and specialized English as an Additional Language programs. The School also runs a Life Centered Education program for students with more significant intellectual and developmental differences.



Arts, athletics, and activities are important in the lives of ISB students at all levels. The vast majority of students participate in clubs and co-curricular activities. The School boasts not one, but two professional-grade theaters (250 and 700 seats respectively) that host multiple productions annually, alongside dedicated music and visual arts studios. ISB also offers a robust athletics program. The 14-hectare campus hosts expansive sports fields, two swimming pools, and several gyms. ISB is a member of the Interscholastic Association of Southeast Asian Schools (IASAS), the premier league of six International schools in Asia providing competition and travel opportunities in athletics, arts, and cultural exchange for high school students. A School-owned Environmental Wilderness Center also provides students with exceptional opportunities for outdoor education experiences.

THE COMMUNITY

Students: Current enrollment at ISB is approximately 1,830 students from age 3 to Grade 12, representing over 60 different nationalities. The student population is approximately one-third American and one-third Thai, with a global student body making up the final third. Approximately 250 families are connected to the U.S. Embassy. Attrition is a low 7-10% annually.

ISB students love the balance of academic, athletic, arts, and service opportunities that they pursue. They express that there are opportunities for students to feel engaged and involved in school life. They feel connected to their teachers, and appreciate the integration of Thai culture into the life of the School. Students feel empowered to engage and express their voice on everything from recent changes in the school uniform to high school course updates. They are proud to be ISB Panthers!

Over 60% of ISB graduates matriculate to U.S. universities, and another 10% to schools in the UK. Others go to Canada, Thailand, Australia, and more. The university counseling team receives high marks from all constituencies, and 85% of seniors report that they will attend one of their top three universities of choice.

Students appreciate their school: "ISB is unique because of its strong sense of community, where students feel known, supported, and challenged at the same time. The school balances high academic standards with a genuine commitment to student wellbeing ... The multicultural community helps prepare students for life beyond school."

Faculty and Staff: The School employs around 630 full-time employees, including 260 faculty, 320 support and administrative staff. Attrition is generally low. For international teachers, ISB has been long seen as a school of choice. Faculty members appreciate the opportunity to work with talented young people, the professionalism of their colleagues, and the collaborative work environment.

The next Head of School will play a vital role in guiding the direction and the pace of institutional change while honoring ISB's collaborative, consensus-building culture. The Board is seeking a collaborative, respectful partner and leader who will manage change thoughtfully and compassionately.

As one faculty member observed: "ISB is a community school at the core. We work hard to honor families and provide a comprehensive education that not only promotes academic excellence but also interpersonal skills, wellness, and well-rounded interests."

GOVERNANCE

International School Association (ISA) is the license holder of ISB, the School. The ISA Board of Trustees is a hybrid board composed of both appointed and elected members, including parents, alumni, parents of alumni, and one member appointed by the U.S. Embassy. Every ISA Board member serves concurrently on the ISB Board. The Board aims to ensure its membership includes the necessary expertise, resources, and viewpoints to support and promote the School's mission and strategic goals while also reflecting the broader community.



The Board has 11 voting members. Elected members must be parents/guardians and serve two-year terms. Appointed members do not have to be current parents/guardians and can serve up to three years. Board members may serve multiple consecutive terms. Current standing committees are the Business, Governance, Strategic Planning, and Audit committees, with the Head of School serving as an ex officio, non-voting member in all committees. The Board functions with scrupulous care in terms of best practices in international school governance while also complying with all necessary Thai laws.

FINANCES AND FACILITIES

International School Bangkok is in a healthy financial position: the School is fully enrolled, owns all its land and buildings, runs annual operating surpluses and receives generous donation support from the community. As of June 2025, ISB held THB 2.1 billion (USD \$67 million) in equity reserves and THB 1.0 billion (USD 34 million) in net current assets, and annual revenue exceeding THB 2.0 billion (USD \$64 million) for stewardship and ensuring sustainability.

ISB's 14-hectare (35 acre) campus provides a comprehensive environment for learning and growth. The school's facilities include 205 classrooms & music rooms, two libraries, two state-of-the-art theaters, dedicated music and arts studios, two swimming pools, multiple gyms, and extensive sports fields supporting a remarkable range of opportunities during and beyond the school day. A major upcoming priority is the development of modern faculty housing to replace legacy school-owned housing located off-campus within the Nichida community.



OPPORTUNITIES AND CHALLENGES

The next Head of School at ISB will build on the School's strengths and work collaboratively with all constituencies to take on the opportunities and challenges ahead:

- **Lead ISB to deepen the school's core identity as a community-rooted and inclusive international school where every child belongs, thrives, and reaches their fullest potential.** Ensure that the School continues to enroll, engage, and superbly serve children with a wide diversity of backgrounds, passions, and learning profiles. Uphold high standards of learning and growth for all, matching high expectations with equally high support enabling every student to reach their fullest potential.
- **Build, refine, and embed the educational structures and practices needed to challenge and support every student and teacher.** Lead the refinement and implementation of systems and practices—such as world-class curriculum design, assessment practices, portrait of a graduate, professional learning communities, faculty growth, and others—that are fully developed, skillfully implemented, and embedded in how ISB operates. Manage change wisely to guide a complex school to use clear, aligned practices that enable it to deliver on its promise to every student.
- **Uphold a leadership culture defined by trust, collaboration, and pursuit of excellence.** Ensure that every leadership team in the school, beginning with the senior team, has the right people in the right roles. Guide these teams to set clear priorities, manage change skillfully, uphold high expectations and foster healthy relationships; build high morale, engagement, and trust in leadership. Inspire a vivid sense of progress and continuous improvement.

- **Ensure that ISB operations function at a high level of excellence.** Direct all business and administrative leaders to implement better systems, including technology, that ensure all operational areas of the school run effectively and efficiently in service of students, families and teachers. Safeguard the school's financial resources, investing with care and addressing both current priorities and long-term institutional sustainability.
- **Strengthen ISB's position in a saturated and highly competitive market in Bangkok.** The next Head of School at ISB will maintain ISB's reputational strength as the premier international school in Thailand, inspire loyalty, and attract strong applicants every year from both international and Thai families. The expectation is that ISB remains fully enrolled with healthy wait lists, committed to a diverse and mission-appropriate student body.
- **Maintain a high trust partnership between the Board and Head of School to exercise their complementary roles and responsibilities in service of the School.** Together, they will refine the assets, abilities, and mindsets needed for generative, strategic governance and long-term financial sustainability of a leading nonprofit international school, and maintain ISB's full compliance with Thai laws and policies.



KEY ATTRIBUTES OF THE SUCCESSFUL CANDIDATE

- The leader who thrives as Head of School at International School Bangkok will bring these skills, qualities, and mindsets to the position:
- A track record of successful senior leadership in high-caliber independent, public or international schools
- Proven experience as an educator deeply committed to ensuring all children thrive and are challenged and supported to reach their fullest potential
- Strong ability to elevate instructional practice and student learning throughout the school
- A positive, energizing, and highly visible presence in the community
- Skill in building healthy, high-performing leadership teams and hiring, managing, and developing other leaders
- Ability to build excellent faculty through recruiting, professional growth, and high expectations
- Cultural competence to lead effectively in a highly diverse international community
- Skilled change leader who listens well, prioritizes, and paces change so that it is sustained.
- A future-focused understanding of how emerging technologies, including AI, can be responsibly integrated into teaching, learning, and school systems, safeguarding student wellbeing and academic integrity
- The ability to build and lead systems to support educational as well as operational excellence throughout a complex school
- Strong financial and business acumen to align financial strategy to educational priorities and ensure long-term institutional sustainability
- Thorough understanding of modern nonprofit and international school governance and a highly collaborative partner with an engaged, committed Board of Trustees



COMPENSATION AND BENEFITS

The Head of School earns a highly competitive salary, commensurate with ISB's size and stature, as well as a generous compensation package. Benefits include comprehensive health insurance, housing stipend, tuition remission, annual home leave, and generous professional development funds.



APPLICATION PROCESS

International School Bangkok has retained Resource Group 175 (RG175) to support the search for its next Head of School.

The application deadline is March 10, 2026, for a start date of July 1, 2026 or July 1, 2027.

Candidates are encouraged to apply well before the deadline at:

<https://rg175.com/candidate/signup>

Applications should include: a thoughtful cover letter, an updated resume, a sample(s) of professional writing, and a list of five professional references.

For any questions about this leadership position and to register your interest, please contact the RG175 consultants directly:

- Coreen Ruiz Hester, chester@rg175.com
- Diego Merino, diego.merino@rg175.com
- Jeremy Moore, jeremy.moore@rg175.com