

INTERIM SUPERINTENDENT AND PERMANENT SUPERINTENDENT SEARCH

AMERICAN INTERNATIONAL SCHOOL OF LAGOS

Lagos, Nigeria

aislagos.org

Start Date: July 2024 (Interim),
July 2025 (Permanent)



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

AISL provides exceptional learning experiences within a global community where all voices count. AISL sparks the inspiration in students to be the best version of themselves so that they can joyously soar on their own paths of learning, growing, leading, and contributing as world citizens.

Vision

Empowering the AISL community of learners to create a just and sustainable world.

At a Glance



Established
1964



Total enrollment
470



Total faculty
59



Student-teacher ratio
7:1



Nationalities represented in
the student body
50+



Faculty with advanced degrees
70%



Nationalities represented in
the faculty
16



Overview

Established 60 years ago, AISL is an independent, coeducational, non-profit, day school that serves students ages 3-19. Located on Victoria Island in the heart of the business and financial center of Lagos Nigeria, AISL parents, students, and staff are a proud school community where “we are friends that become family.”

The school is an inclusive multicultural community that currently serves 470 students from 50 different countries with a talented faculty and staff that represent 16 nationalities. The families highly value the school’s safe learning environment.

AISL is accredited by the Council of International Schools (CIS), Middle States Association of Schools and Colleges (MSA). The elementary and middle levels provide an inquiry based American/International standards-based program and the high school offers the International Baccalaureate Diploma and an American High School Diploma.

AISL’s Mission, to provide “exceptional learning experiences within a global community where all voices count. We spark the inspiration in students to be the best version of themselves so that they can joyously soar on their own paths of learning, growing, leading, and contributing as world citizens,” serves as the foundation for *AISL 2025: A roadmap to the future*.

The seven Strategic Impact Areas address the school’s plan for teaching and learning, the design of learning environment and the best use of resources to support student learning. Recent capital improvements include the renovation of early childhood learning spaces, construction of an early childhood and lower elementary outdoor learning environment, and the renovation of elementary classrooms. The Innovation and Design Center, with state-of-the art design, is projected to open in 2024.

The school is seeking an Interim Superintendent and permanent Superintendent with exemplary academic and leadership experience to guide AISL towards realizing its strategic goals and to lead with a vision that focuses on “empowering our community of learners to create a just and sustainable world.”



Opportunities and Challenges

Achieve an aligned, relevant, rigorous curriculum

The next Superintendent, using current research and collaborating with leadership and faculty, will implement an academic vision which creates alignment between divisions and ensures continuity, coherence, and excellence across grade levels and subject areas. An integral part of this will include continued work on the transition between divisions, supporting work on the IB Diploma Program, and strengthening curricular alignment in grades 6-10 to prepare students to be university and college ready.

Recruit, retain and develop high quality, mission aligned faculty and staff

Many of AISL's faculty and staff love the cultural diversity of the school and its warm, friendly atmosphere. Yet recruiting for a location that is in the developing world can be difficult, especially in a location that the media presents as challenging. The next Superintendent will need a strategic framework to recruit and retain faculty and staff, as well as continuing opportunities for professional growth. The leader will encourage and support collaboration across the school, emphasizing teamwork in pursuit of a shared educational vision. Through word and deed, the Superintendent will promote a sense of belonging and cultivate a positive, professional culture of academic excellence.

Complete campus facility projects while ensuring financial sustainability

The next Superintendent will manage an ambitious Master Plan which fosters a sense of community, prioritizing spaces to facilitate collaborative learning and excellence in academics, the arts, athletics, and service. The progressive leader will inspire faculty to maximize the potential of projects with programs and pedagogy that align with the Mission and Strategic Impact Areas. At the same time, the Superintendent will strategically align resources to support the programs and seek avenues for additional resources, including building enrollment, to execute the Plan and maintain the school's financial health.

Strengthen community

AISL families view the school as a second home and have a history of commitment and involvement in the school community. However, due to Covid and leadership transitions, the community is eager for stability and continuity. The next leader will create opportunities to develop agreed upon norms of communication and role expectations with a shared sense of purpose. The Superintendent will support the faculty and parent community in negotiating change management through careful listening, relationship building, intercultural awareness, and respectful acknowledgement of the school's history.



Develop and implement a new strategic plan

AISL 2025: A Roadmap to the Future, is grounded in the mission and vision and embraced by the school community. The school has explored what it means to be an innovative school in the 21st century in order to prepare students to create a just and sustainable world. Many of the goals set for the seven Strategic Impact Areas have been achieved, while others are in ongoing stages of accomplishment. The next Superintendent will be in the enviable position to develop the next five-year strategic plan for 2025-2030, in partnership with the Board and school community.

Qualifications and Personal Attributes

Successful candidates will demonstrate most of the following qualifications and attributes:

- An experienced educational leader with a proven background providing students with a modern, relevant, and rigorous curriculum and pedagogy;
- An approachable, visible, and collaborative leadership style that genuinely invites and respects the perspectives of others and builds a culture of trust;
- The ability to think strategically, articulate vision and strategy, and deftly manage the systems and processes necessary to implement strategy;
- A capability to make difficult decisions, when necessary, explain outcomes with transparency, and communicate the mission and values of the school with inspiration and clarity;
- Experience in recruiting, retaining, and developing the growth of a talented faculty, staff and leadership team;
- Experience with implementing facility master plans and overseeing the management of construction and renovation projects;
- Experience in and proven ability in managing financial resources thoughtfully and intentionally;
- An eagerness to engage actively with students, parents, faculty and staff, and the external community as a foundation for vibrant, supportive relationships with all community members;
- A culturally competent leader who can work effectively and respectfully with members of a diverse community who possess different perspectives, values, and lived experiences;
- Comfortable with the ambiguity and uncertainty associated with living and working in the developing world.

Learn More

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

[School Website](#)

[High School Profile](#)

[Roadmap 2025](#)

[About Lagos, Nigeria](#)

[Inclusion and Belonging](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates may apply for either the Interim Superintendent position (to begin July 2024), the permanent Superintendent position (to begin July 2025), or both. Please submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position and an indication of which position (Interim, Permanent or both);
- A current résumé;
- Statement of educational philosophy and practice;
- 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. Deborah Welch
Senior Consultant
deb.welch@carneysandoe.com

Dr. Karen Neitzel, Ed.D.
Senior Consultant
karen.neitzel@carneysandoe.com