

IST
since 1963
INTERNATIONAL SCHOOL OF TURIN

HEAD OF SCHOOL

Start date: July 2027

International School of Turin

Turin, Italy | isturin.it

Carney Sandoe & ASSOCIATES

MISSION STATEMENT

IST inspires lifelong learning and international mindedness, empowering each student to reach their full potential while supporting their overall wellbeing.

At a Glance

1966
established

465
total enrollment

73
total faculty

17%
faculty with advanced degrees

6:1
student-faculty ratio



OVERVIEW

Located in the beautiful Piedmont region of northern Italy, just outside the historic city of Turin, the International School of Turin (IST) offers an exceptional opportunity for an experienced and visionary educational leader.

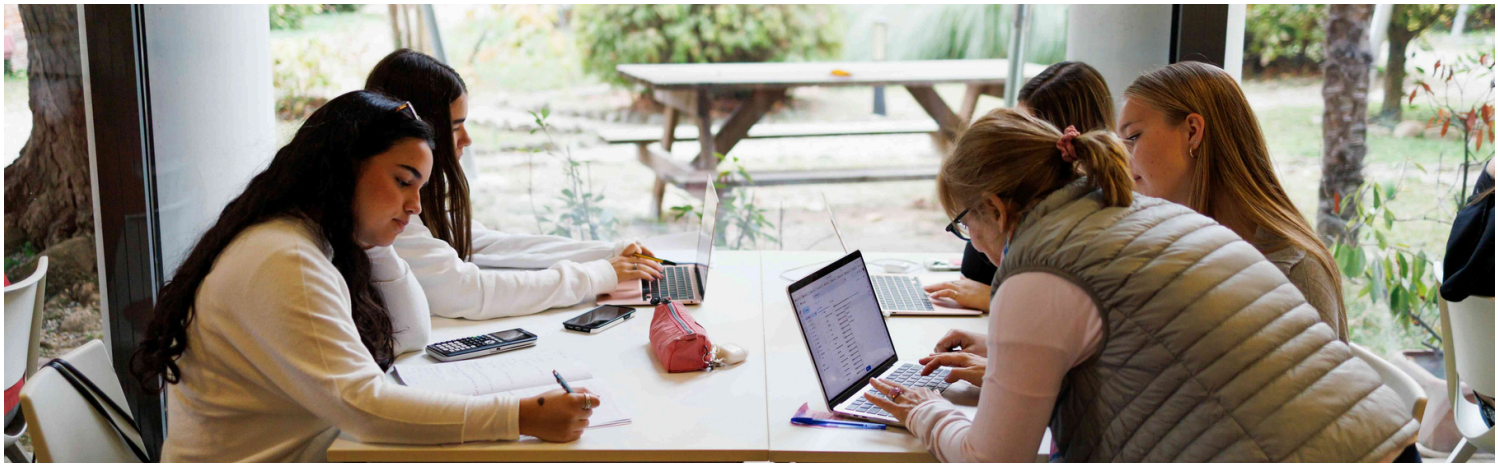
Founded in 1963, IST has a proud history spanning more than six decades. It is a well-established international learning community with a strong educational identity, a commitment to academic excellence, and a belief in developing young people who are internationally minded, responsible and prepared to make a positive contribution to the world.

As the school looks towards its next chapter, the opportunity to serve as its Head of School is an invitation to build on a distinguished legacy, strengthen an established international educational community, and help shape the future of international education in the Turin region.

A proud history: more than 60 years of international education
The story of the International School of Turin began in 1963, when a group of parents and members of the international business community established the American International School of Torino. Their ambition was to provide a high-quality international education for the children of families living and working in the Turin area.

What began as a relatively small international school has evolved into one of the region's most established educational institutions and the oldest international school in Piedmont.

Its development reflects a consistent commitment to growth, innovation and educational opportunity.





Key milestones in IST's history

1. **1963 – A vision takes shape**

   The American International School of Torino is established near Caselle, founded by members of the international business community.

2. **1966 – A new home in Turin**

   The school moves to Villa Virginia in the hills near Superga, establishing a stronger presence in the Turin community.

3. **1974–1977 – Growth and development**

   Villa Mogna in Pecetto opens with 180 students. The school expands its provision, creating separate divisions for younger and older students.

4. **1984–1985 – International recognition**

   The school receives NEASC and ECIS accreditation and establishes the Villa Roddolo campus to accommodate its continued growth.

5. **1990–1992 – The IB journey begins**

   IST receives authorization to offer the International Baccalaureate Diploma Programme, and its first IB graduating class completes the programme in 1992.

6. **2006–2008 – A complete international learning pathway develops**

   The school receives authorization for the IB Primary Years Programme, followed by the IB Middle Years Programme.

7. **2010 – A new campus**

   IST establishes its campus in Chieri, providing an environment to support the school's growing educational ambitions. Its Good School Food initiative is also introduced.

8. **2012–2013 – Global citizenship and sustainability**

   The school hosts its first Turin Model United Nations (TOMUN) and receives Eco-School certification.

9. **2016–2023 – Celebrating a lasting legacy**

   IST celebrates 25 years of the IB Diploma Programme, 30 years since its first IB graduating class, and its 60th anniversary in 2023.



This history demonstrates an institution that has continually evolved while retaining its founding commitment to international education. From its beginnings serving the families of an international business community, IST has developed into an established educational community with a distinctive place in the Piedmont region.

Source: IST's official history .

An international educational environment
IST is an independent, non-profit, co-educational and non-denominational school offering an English-medium education to students from Preschool through Grade 12.

One of its defining strengths is its comprehensive International Baccalaureate (IB) programme. IST offers the full continuum:

- **Primary Years Programme (PYP):** Encouraging curiosity, inquiry, creativity and a love of learning.
- **Middle Years Programme (MYP):** Developing critical thinking, independence, interdisciplinary understanding and personal responsibility.
- **Diploma Programme (DP):** Preparing students for successful transitions to leading universities and for responsible participation in an increasingly interconnected world.

IST is particularly distinctive as the first fully authorized IB World School in Piedmont. Its educational standing is further supported by accreditation from the Council of International Schools (CIS) and the New England Association of Schools and Colleges (NEASC).

The school's educational philosophy extends beyond academic achievement. Its mission is to inspire lifelong learning and international mindedness, empowering every student to reach their full potential while supporting their overall wellbeing.

The school seeks to develop young people who are:

- Curious, reflective and intellectually engaged.
- Confident communicators and independent thinkers.
- Open-minded and respectful of different cultures and perspectives.
- Principled, compassionate and socially responsible.
- Resilient, balanced and prepared to embrace change.

This commitment to educating the whole child provides an important foundation for the next Head of School's leadership.

OPPORTUNITIES AND CHALLENGES

The next Head of School will build on strong enrolment and an established international IB school with deep roots in Turin. IST's mission and four tenets will guide the school's next chapter, bringing together academic ambition, wellbeing and the wider development of every student.

Opportunities

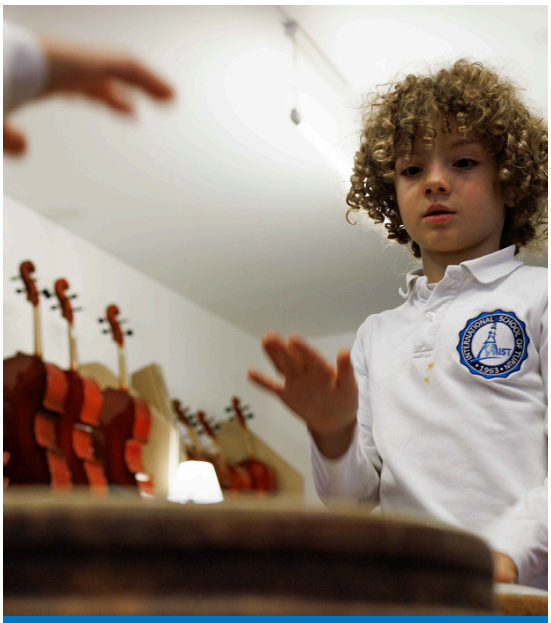
- Raise ambition for teaching and learning. Build on IST's IB provision and draw on the practice of leading international schools across Europe. Strengthen teaching so that students receive the support they need and those ready to go further are challenged.
- Attract, develop and retain excellent teachers. Draw on Turin's quality of life to recruit outstanding educators and give faculty the time and support to collaborate, develop their practice and try new approaches.



- Deepen IST's contribution to Turin. Represent the school with local institutions and build partnerships with universities, employers and community organisations. Develop programmes and sponsorships that expand opportunities for students and contribute to the wider city.
- Shape the campus for the next generation. Work with the Board to evaluate options for the school's site and future investment, guided by what students and teachers will need over the long term.
- Explore how philanthropy could support IST. Work with the Board to assess how an advancement programme could engage alumni, families and partners, including whether a dedicated charitable structure would be appropriate.

Challenges

- Build a shared direction across the school community. Listen to Italian and international families, students and staff, recognise where expectations differ, and navigate these through collaboration and consensus-based leadership, building agreement around shared priorities.
- Sustain quality as enrolment grows. Protect the individual attention and sense of community that families value while aligning staffing, budgets and campus investment with educational priorities.
- Set clear expectations and build trust with staff. Strengthen recruitment, professional development and feedback, working constructively with staff and their representatives within existing employment arrangements.
- Balance continuity with change. Understand which traditions and practices the community values, then agree with the Board where improvement is needed and set a pace the school can sustain.



€24,887
financial aid awarded

4%
students receiving aid

€442,549
endowment

€7,724,142
annual operating budget

2.25 acres
campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES



- **Previous experience leading an entire school as a director, principal, superintendent or head of school is required for this role.**
- **IST culture and ethos** — embraces IST's culture and ethos, whereby the students' educational path is a balanced blend of the following: (i) the School is inclusive and non-selective; (ii) the School nurtures and supports students' strengths while helping students overcome their weaknesses; (iii) academic achievement and students' and faculty members' wellbeing are equally important; and (iv) the School supports brighter students to achieve higher goals.
- **Holistic educational leadership** — sees education as more than academic results and values curiosity, critical thinking, confidence, creativity, resilience, collaboration and preparation for life. The aim is to form responsible and aware citizens of the world.
- **Strong understanding of IB education** — understands and values the IB philosophy and academic environment sufficiently to make sound decisions and trust professional expertise.
- **Differentiated learning mindset** — recognises that students need different levels of support and challenge, allowing struggling students to progress and high-performing students to stretch.
- **Modern approach to learning** — is willing to evolve how students learn, bringing fresh thinking without simply adding more academics or following trends.
- **Teacher development orientation** — sees the professional development of teachers as a strategic investment and builds continuous learning into the school's culture.
- **Exceptional community listener** — actively seeks out the experiences of students, parents and teachers, and makes people feel genuinely heard.
- **Transparent leadership** — communicates openly about decisions, priorities, budgets, trade-offs and the reasons behind change.
- **Community and tradition stewardship** — respects what has made IST special and understands that modernisation does not require losing the school's identity or traditions. Values long-term commitment by teachers.
- **Comfort with diverse voices and disagreement** — can bring together people with different perspectives and allow constructive disagreement without damaging the community.
- **Trust builder** — creates confidence through consistency, listening, follow-through and respect for the expertise of others.
- **Fresh eyes and openness to renewal** — is willing to question established ways of working and bring in new perspectives without creating unnecessary instability.
- **Thoughtful resource prioritisation** — keeps education and the student experience at the centre of decisions about budgets, leadership time and investment.
- **Strong people and union relations** — is experienced and credible in working constructively with teachers, employees, unions and staff representatives, including through difficult conversations and change.

LEARN MORE

- School Website
- School History
- Strategic Direction
- About Turin, Italy





TO APPLY

Interested candidates should contact the consultants at their earliest convenience. Applicants should submit the following materials as separate PDF attachments in one email:

- A cover letter expressing their interest in this particular position;
- 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:

KAREN NEITZEL, ED.D.
Senior Consultant
karen.neitzel@carneysandoe.com

CATHY SHELBURNE
Executive Coach and Consultant
cathy.shelburne@carneysandoe.com

Carney Sandoe & ASSOCIATES