6 October 2015

The Education and Culture Committee
The Scottish Parliament

Dear Sirs,

**Education (Scotland) Bill – Stage 2**

On behalf of the Board of Trustees of The International School of Aberdeen Educational Trust Limited, I appreciate the opportunity to comment on the Scottish Government’s proposed amendment to introduce a requirement for prospective head teachers to hold the Standard for Headship before appointment.

As previously submitted in writing to the Education and Culture Committee by my predecessor to the Chair of the ISA Board of Trustees, The International School of Aberdeen is a unique educational entity in Scotland. Originally established in 1972 as the American School in Aberdeen to serve the expatriate employees in the North Sea Gas and Oil Industry based in Aberdeen, the School is the only International School in Scotland to offer a specialised “international” educational programme, and the only school in Aberdeen to offer the International Baccalaureate Diploma programme, to students of all nationalities and cultural backgrounds.

The School’s senior Administrative Team comprises the Director, who has overall operational responsibility, and two Principals: one for the Elementary School section and the other for the Middle/High Schools section.

In line with its statutory duties, the Board of Trustees has the unilateral responsibility to appoint the most experienced and appropriately qualified persons to head the School and, given the international curriculum the School provides to its highly diverse community (currently some 44 nationalities), needs to be able to seek such candidates from a truly global pool of qualified individuals.

The Board’s criteria policy for successful appointment of the Director include:
- A Master’s degree with 18 credit hours or more in graduate courses in school administration;
- Certification as a teacher with a minimum of five to ten years’ experience;
- Five years experience as a school Principal or Director.

The ISA Board of Trustees views the mandatory possession of a Standard for Headship on any future appointees to be extremely detrimental as it will, effectively, stop the sourcing of suitable internationally experienced candidates who, inevitably, will not be in the possession of such qualification. This, in turn, would impact on the international ethos of the School and the provision of its purely unique educational programme in Aberdeen, Scotland as a whole, and ultimately, also, one of the country’s major industries.

Yours faithfully
For and on behalf of

**THE ISA BOARD OF TRUSTEES**

**ERIK NIJDAM**
Board Chair