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OUR **EXPERTISE.**



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receiving **guidance** from not just one expert, but someone who **collaborates daily** with peers from **all school leadership** and **administrative roles**



insight provided through the lens of **46 years of research** and **thousands of consultations** from an expert you know and trust



feeling confident in the **advice you receive** so you are empowered to **make positive changes** in your school



**ALL BROUGHT TO YOU BY AN
ISM PROFESSIONAL.**

That's **power**. That's **focus**.
That's **results**.

Get to know our team and learn how we can help you strengthen your school’s strategies.

MEET THE ISM CONSULTANTS

ISM PRESIDENT & DIRECTOR OF CONSULTANTS

Roxanne Higgins 1

LEADERSHIP-FOCUSED CONSULTANTS

Terry Moore, BCP-E 2

Shannan Schuster, Ed.D. 3

Bryan Smyth, Ph.D. 4

Andrew Taylor, Ed.D. 5

Scott Wilson 6

ADVANCEMENT-FOCUSED CONSULTANTS

Penny Abrahams, IAP-L 7

Michael Christopher, IAP-L 8

Herb Soles, IAP-L, CFRE 9

ACADEMIC LEADERSHIP-FOCUSED CONSULTANTS

Barbara Beachley 10

Mike Gwaltney 11

Josh Nelson 12

MEET THE TEACHING FACULTY

Greg Abel, IAP-L 13

Casey Bell, Ed.D, IAP-L 13

Kelly Bird 14

Harold Brown, IAP-L 14

Ira Childress 14

Jessica Clark 15

Phil Higginson, IAP-L 15

Javaid Khan 15

Andy King 16

Clint Losch 16

Robert Marley 16

Michelle Merson 17

L.J. Mitchell, IAP-L 17

Mary Yorke Oates 17

Mary Jo Pruitt 18

Chris Pryor, IAP-L 18

Kurt Ruch 18

Steve Salvo, IAP-L, AEMP 19

Isabel Sankaran-Wee, IAP-L, CFRE 19

Matthew Stuart 19

Gigi Tysinger, IAP-L 20

Jacqui Yamada 20

Rebecca Zug 20

ABOUT ISM 21

ISM SERVICES 22

ISM COMPANIES AT A GLANCE 23



The Consultant was prepared, knowledgeable, and just seemed like a caring and authentic human. This allowed for a helpful and interactive exchange of information.”

Tina Farnsworth
Director of Finance
The Wyndcroft School, PA



THE
Wyndcroft
SCHOOL



Thanks to our Consultant for sharing their enthusiasm for and knowledge of effecting change in schools. I feel empowered and have a clear direction.”

Justin Gibson
Upper School French
Nichols School, NY



The Consultant is truly knowledgeable about all aspects of the content they presented. Their delivery made me feel like an old friend from the first couple minutes.”

Yvonne Webber,
MUS Jewish Life Coordinator
San Diego Jewish Academy, CA





ROXANNE HIGGINS

ISM President and Senior Executive Consultant

As ISM's President and Senior Executive Consultant for scheduling, Roxanne provides scheduling consulting services for schools of all types, sizes, and grade levels; facilitates workshops; and helps develop content for articles in *Ideas & Perspectives*, ISM's advisory publication.

Roxanne has worked onsite with more than 400 schools in North America, South America, Asia, and Europe. She taught the *Scheduling Without Conflict* workshop (now *Student-Centered Scheduling*) for many years.

She began at ISM in 1984 and took the position of President in 1990. She leads all ISM employees in delivering our mission with excellence and supporting client schools around the world.

Work with Roxanne to strengthen your school's strategies in:

- Scheduling

“

Roxanne offered me **so much depth** and **encouragement** about my own teachings, my colleagues' teachings, and the direction I want to move in as an educator. She also provided me with a sense of ease. It was great to be part of something so grand and Roxanne gave me a **feeling of empowerment** that I am a crucial member in helping make a big decision (positive change for the school).”

Andrea Hura, *Upper School History Teacher*
The John Thomas Dye School, CA



TERRY MOORE, BCP-E

ISM Executive Consultant

Terry has been with ISM since 2002. He recently completed a three-year assignment at St. Mary's School, Aliso Viejo, California, where he served as the Head of Finance, Operations, and Advancement. During that assignment, he continued to consult for ISM.

He has served more than 200 schools onsite since 2002, with many school leaders returning for additional advice year after year.

He also acts as a senior writer for ISM's publications, including *Ideas & Perspectives*; created the ISM FAST® program (ISM's cutting-edge financial aid tool); speaks at various conferences, including NBOA, NYSAIS, CAIS, FISBO, and AISNE; and leads ISM workshops and webinars.

Work with Terry to strengthen your school's strategies in:

- Strategic Planning
- Strategic Financial Planning
- Strategic Performance Analysis
- Effective School Operations
- Fundraising
- Faculty Evaluation and Compensation
- Financial Aid

“

Terry is fantastic—he is mindful of the smallest (yet so important) details. He presents the information with **command, confidence, and without apology**. He also includes relevant and current examples and scenarios.”

Matt Allio, *Head of School*
Trinity School, CA



SHANNAN SCHUSTER, Ed.D.

ISM Consultant

Shannan joined ISM in 2020, following 26 years in public, parochial, and private-independent schools. Shannan shares her expertise in school management, hiring, leadership, support services, scheduling, and Board-Head collaboration.

In this role, she facilitates consultations for domestic and international school clients; hosts webinars on leadership, Board-Head goal setting, hiring, and innovation; conducts association and conference presentations; and leads ISM workshops on hiring, teacher orientation, and new Head training.

Shannan previously served as Head of School at The Swain School, Pennsylvania. Before becoming a Head of School, Shannan was the Assistant Head of School at Friends' Central School, Pennsylvania, and Dean of Faculty at Flint Hill School, Virginia.

Work with Shannan to strengthen your school's strategies in:

- Leadership
- Hiring
- School Culture
- Board-Head Collaboration
- Goal-Setting
- Innovation
- New Head Training
- Teacher Orientation
- Scheduling

“

Shannan has the ability to take on so many topics in a flawless transition. She gave us the **step-by-step tools** we need as well as provided the **know-how to address the changing scenarios** we will face in the next two years. Shannan delivered what she promised and more.”

Sara Acevedo, *Head of School*
Southwestern Educational Society, PR



BRYAN SMYTH, Ph.D

ISM Senior Consultant and Director of Research

Bryan joined ISM as a Consultant in 2013 following 13 years in independent school administration. Bryan conducts onsite scheduling consultations, having had extensive experience creating and implementing unique daily schedules and annual calendars for both boarding and day schools.

In addition, he helps schools analyze their strategic operations by conducting Strategic Performance Analyses, Strategic Planning/Strategic Financial Planning, and Strategic Academic Planning consultations. Bryan leads webinars and workshops on scheduling, student-centered policies, faculty growth and evaluation, finance, and social-emotional well-being. He also co-facilitates ISM's yearly *Heads Retreat*.

Bryan oversees ISM's research initiatives by designing studies, conducting statistical analyses, and advancing ISM's knowledge in areas important to independent school leadership.

Work with Bryan to strengthen your school's strategies in:

- Scheduling
- Strategic Performance
- Strategic Planning
- Strategic Financial Planning
- Leadership
- School Culture
- Student Well-Being

“

Bryan has a remarkable ability to balance the seriousness of purpose with an equally engaging sense of fun. His ability to infuse humor into what is clearly **deep knowledge of all things related to education, advisory, and child development** makes him a real standout.”

Robert Asher, *Director of Student Life and Wellness*
Georgetown Day School, Washington, D.C.



ANDREW TAYLOR, Ed.D.

ISM Consultant

Andrew joined ISM in 2017, following 22 years in private-independent schools. Andrew shares his expertise in school management, professional growth and development, project-based learning, scheduling, and faculty evaluation.

Andrew leads consultations for domestic and international schools, facilitates Board and school leadership retreats, hosts webinars on change management and learning theory, works with school leaders through ISM workshops, and presents at conferences and association meetings. He also co-facilitates ISM's yearly *Heads Retreat*.

Andrew previously served as Head of Tower School, Massachusetts, where he was charged with rationalizing the operating budget, rightsizing the staffing model, and reconfiguring the school schedule to facilitate interdisciplinary instruction and project-based learning. Before that, he was Head of Lower School at St. Paul's, Maryland.

Work with Andrew to strengthen your school's strategies in:

- Leadership
- Change Management
- Learning Theory
- Scheduling
- Head-Board Relationships
- Strategic Performance
- Strategic Planning

“

Andrew was receptive and warm. He gave an **abundance of information** in an **engaging and effective way**. I gained a **wealth of knowledge** regarding all aspects of this position, including how to evaluate, mentor, and coach my staff; how to be an asset to my Head of School; and how to manage change effectively.”

Lindsey Noble, *Head of the Lower School*
Wichita Collegiate School, KS



SCOTT WILSON

Platinum Executive Coach

Scott, a 40-year leader in independent schools, joined ISM in summer 2021. Before that, he served as President and Headmaster of Baylor School, Tennessee, from 2009 to 2021.

Scott understands the unique demands of independent school leadership and the skills necessary for navigating headship effectively—from strategic planning to the realities of working daily with the myriad constituencies of today's complex school world. Above all, he retains his passion for independent schools and the services they provide for their students.

Scott leads ISM's Boarding School Cohort of School Heads. He enjoys working with School Heads and their Trustees on all facets and challenges of school leadership.

Work with Scott to strengthen your school's strategies in:

- Boarding School Leadership
- School Governance
- Board-Head Collaboration
- School Culture

“

I am consistently impressed with the quality of ISM's **evidence-based advice, the practical, immediate applicability of what they provide, and the deep professional background of those who deliver it.**

This is an organization that clearly knows the challenges independent schools face, and provides real, tangible help.”

Josh Watson, *Head of School*
La Pietra - Hawai'i School for Girls, HI



PENNY ABRAHAMS, IAP-L

ISM Consultant and Advancement Academy Convener

Penny joined ISM in 2010, after working in private-independent schools for more than 13 years and serving various other nonprofits for an additional seven years.

Her areas of expertise and passion include conducting assessments for enrollment management and marketing communications programs, completing volunteer group audits, building and implementing strategic plans, and developing and executing digital and inbound marketing strategies.

Penny co-leads ISM's Digital Solutions team, which provides done-for-you inbound marketing content and advertising service. Since 2018, she has served as the Convener for ISM's *Advancement Academy*, a premier professional development conference that provides training and mentoring opportunities for School Heads, Trustees, and development, enrollment management, and marketing communications professionals.

Work with Penny to strengthen your school's strategies in:

- Marketing Communications
- Enrollment Management
- Development
- Advancement Planning
- Digital Marketing
- Marketing Message Frameworks
- Crisis Communication
- Creative Staffing

“

Penny is fabulous and clearly knowledgeable. It is so helpful that she worked in multiple roles in independent schools because she can provide a **great depth of information and perspective.**”

Kristen Peralta, *Assistant Director of Admission*
Crane Country Day School, CA



MICHAEL CHRISTOPHER, IAP-L

ISM Consultant

Michael is completing his 20th year as a Consultant for ISM. A charter member of the *ISM Advancement Academy* and long-time member of the ISM Summer Institute faculty, Michael has performed assessments in the areas of development, marketing, and enrollment.

He has also advised Boards on strategic planning, financial planning, Board operations, governance, and development, and has worked extensively with schools to create meaningful identity and vision statements that inform planning, enrollment management, and development.

Michael's expertise is in building comprehensive advancement programs from the ground up—programs characterized by solid operations initiatives. He has authored and co-authored several articles for ISM publications, and has presented at CASE-NAIS, APC, ISAS, NAIS, and NAES.

Work with Michael to strengthen your school's strategies in:

- Strategic Planning
- Board Operations
- Fundraising
- Enrollment Management
- Marketing Communications
- Leadership

“

Michael is absolutely excellent. He is a clear authority but can also bring things down to the level of the audience. He presents **excellent specific information** as well as an **overview to improve our general knowledge base.**”

Heidi Frye, *Assistant Director of Development & Alumni Relations*
Saint James School, MD



HERB SOLES, IAP-L, CFRE

ISM Consultant

Herb provides consulting services in the areas of development and fundraising, with expertise including extensive knowledge of endowment and planned giving as a way to increase donors' capacity to give at leadership levels.

Herb delivers leadership coaching in major gift solicitation. He also facilitates consultations, leads workshops and webinars, and works one-on-one with Trustees, volunteers, and school employees on all facets of fundraising activities. He has been affiliated with ISM as a faculty member for over 30 years, and joined as a full-time ISM Consultant in 2016.

Herb has coached advancement teams that have been recognized twice by the Council for the Advancement and Support of Education in the Achievement in Mobilizing Support Award competition. He has received seven other national awards for alumni participation, publication improvement, and fundraising management. He is a Certified Fund Raising Executive.

Work with Herb to strengthen your school's strategies in:

- Fundraising
- Case Statements
- Major Gifts Campaigns
- Annual Fund Campaigns
- Capital Campaigns
- Leadership Coaching

“

Herb has **lots of experience** and stories that help to relate certain scenarios. Very helpful for thinking through potential roadblocks. I appreciate Herb's **willingness to answer questions throughout and after our time together.**”

Floy Collis, *Advancement Director*
Caldwell Academy, NC



BARBARA BEACHLEY

ISM Consultant and Executive Director of Organizational Learning and Development

Barbara joined ISM in 2011 after working in the field of education since 1996. Her areas of expertise include employee development and culture, organizational systems, academic leadership, faculty evaluation, student-centered and brain-based pedagogies, mission identity, survey design, and data analysis.

Barbara provides consultations, facilitates workshops, writes for *Ideas & Perspectives*, co-authors books, and conducts webinars in her areas of expertise.

She also provides one-on-one leadership coaching to academic administrators, facilitates Board and school leadership retreats, conducts school survey data presentations for school constituencies, presents at national and regional association conferences, and coordinates leadership development and inclusion programs for ISM employees.

Work with Barbara to strengthen your school's strategies in:

- School Culture
- Faculty Growth and Evaluation
- Organizational Leadership
- Student Engagement
- Survey Design and Deployment

“

Nothing but positive reviews! **Barbara's style is excellent: clear, attentive, pertinent, and easy to follow.** She is highly attuned to her audience and intuitively adapts her work to allow for conversation and questions as needed.”

Lissa Wade, *Co-Head of Middle School*
The Wellington School, OH



MIKE GWALTNEY

ISM Consultant and Director of Online Learning

Mike has been a teacher, coach, Department Chair, technology specialist, curriculum developer and coordinator, Division Head, high school principal, and Assistant Head of School over his 30-year private-independent school career. He has been affiliated with ISM as a Summer Institute faculty member since 2014, and as a full-time ISM Consultant since June 2020.

Mike works with schools on all areas of academic programming, including leadership and management, strategic academic planning, faculty culture and the student experience, faculty evaluation and growth, curriculum design and review, departmental management, academic technology and online learning, and classroom instruction.

Since 2014, Mike has led ISM's Summer Institute workshop *Charing Your Department*, and often facilitates customized workshops for schools to train their academic Department Chairs.

Work with Mike to strengthen your school's strategies in:

- Academic Leadership
- Strategic Academic Planning
- Faculty Culture
- Student Culture
- Faculty Growth and Evaluation
- Curriculum Design
- Online Learning
- Classroom Instruction

“

Mike's greatest gift is that he makes everyone genuinely feel like they are the smartest person in the room. Part wise professor, part guiding principal, and part goofy dad, **Mike is one of the most adept facilitators I have ever had the pleasure to work with.**”

Brynn Hambly, *5th Grade Language Arts Teacher*
Pinewood School, CA



JOSH NELSON

ISM Consultant and Director of Faculty and Curriculum

Josh has consulted with ISM client schools on numerous occasions, focused primarily on programmatic matters in the areas of STEM education, curriculum and instruction, and scheduling. He was instrumental in the ISM service design for *Engaging Students in an Extended Period*. He is also ISM's Director of Faculty and Curriculum, helping shape our professional development initiatives.

Josh most recently served as the Chief Academic Officer (CAO) at St. Andrew's Episcopal School in Austin, Texas. Responsible for overseeing the school's K-12 academic program, he worked with school administrators and faculty to develop curriculum and improve instructional practices.

As CAO, Josh managed the school's professional development program and budget, and supervised divisional academic administrators.

Work with Josh to strengthen your school's strategies in:

- STEM Education
- Curriculum and Instructional Design
- Innovative Technology
- Engaging Students in an Extended Period
- Scheduling

“

ISM's approach—**balancing the strategic with the practical, rooted in research and current data**—provides comprehensive preparedness and support for professionals who are navigating the challenges facing independent schools today.”

Karen Mitton, *Director of Admissions*
The Swain School Campus of Moravian Academy, PA

Meet the Teaching Faculty

ISM has the distinct pleasure of partnering with some of the **most experienced private-school educators** around the world.

Many of these leaders work in schools today and share their knowledge through ISM workshops and webinars.

Get to know the experts you'll meet when you choose an ISM professional development experience.



GREG ABEL, IAP-L

*ISM Advancement Academy Faculty
and Director of Marketing and Communications
at The Providence Country Day School, RI*

Greg provides expertise in the areas of school branding and storytelling to engage audiences and cause impact across communities. Since 2015, Greg has served as an instructor and mentor at our *Advancement Academy*, helping advancement professionals perfect their internal and external communication strategies.

In his current role, Greg oversees his school's branding and messaging initiatives while managing the school's external marketing and internal communications.



CASEY BELL, Ed.D, IAP-L

*ISM Advancement Academy Faculty
and Director of Enrollment Management
at All Saints' Episcopal School, TX*

Casey provides insight on building admission programs that attract and retain a diverse, multinational student population. She directs annual fund and major gifts fundraising programs and creates marketing communications programs that align with mission and support admission and development efforts.

Casey leads her team with curiosity and intent, overseeing domestic and international admission. She also provides support for enrollment, scheduling, testing, and student services, as well as parent and student ambassador programs.



KELLY BIRD

*ISM Summer Institute Faculty and Director,
Early Learning Center at Renbrook School, CT*

Kelly oversees the social, emotional, and cognitive well-being and growth of 70 students in her current role. She provides support for other school leaders as a result of coaching her own faculty through collaborative goal setting, observation, and feedback.

Previously, she served as a Coach for Teaching Apprentices in the Urban Teaching Apprenticeship Program at the University of Pennsylvania. She has also worked as a teacher (Packer Collegiate, Little Red School House, The Town School, all in New York City), Director of Admission (The Hewitt School, also in New York), and Division Director (Friends' Central School, Pennsylvania).



HAROLD BROWN, IAP-L

*ISM Advancement Academy Faculty and Director
of Advancement at Cranbrook Schools, MI*

A strategic and focused leader, Harold enjoys assembling high-performance development teams and leading them to meet their organizational goals. Harold's expertise includes extensive knowledge of all aspects of fundraising, including major and planned giving gifts from alumni, parents, and friends.

Harold acts as an instructor and mentor to help advancement professionals create systems and metrics for their development initiatives. He previously served as the Director of Development at Salisbury School, Connecticut, and worked for 25 years in various roles in the Office of Institutional Advancement at Phillips Exeter Academy, New Hampshire.



IRA CHILDRESS

*ISM Summer Institute Faculty and Director
of Athletics and Physical Education
at Gulliver Preparatory School, FL*

With nearly 20 years of experience in administration at the high school and college levels, Ira has helped create diverse and inclusive environments for numerous departments and teams.

In his roles as an Athletic Director, education administrator, and the former Assistant Director for Diversity & Inclusion at the NCAA National Office, Ira has used his passion for connecting people from all walks of life to unite for one common goal—the pursuit of excellence.

**JESSICA CLARK**

ISM Summer Institute Faculty and Interim Head of the Upper School at National Cathedral School, Washington, DC

Jessica shares her experience as a Head of Upper School Dean of Students, teacher, sports coach, and dorm parent. In her current role, Jessica works with students in grades 9–12.

She also spearheads the work of the Center for Ethical Leadership and Service, a role that serves students in grades 4–12, as well as faculty and staff.

**PHIL HIGGINSON, IAP-L**

ISM Advancement Academy Faculty and Associate Head of School for Philanthropy at Ravenscroft School, NC

Phil has worked with schools to develop their strategic vision, establish financial priorities, and organize campaigns to fund their identified strategic initiatives. His expertise includes extensive knowledge of endowment and planned giving as a way to increase donors' capacity to give at leadership levels.

He teaches workshops related to alignment of advancement objectives, institutional strategic planning, management of major gifts programs, roles and responsibilities of the Development/Advancement Committee, and effective use of advancement data. In his current role, Phil has led multimillion-dollar capital and endowment campaigns totaling \$25 million.

**JAVOID KHAN**

ISM Summer Institute Faculty and Head of Middle Division at Horace Mann School, NY

Javaid combines his extensive classroom experience, diversity work, and leadership background to help middle school leaders refine their pedagogical methods. He puts students at the center of his work and views education with a flexibility that gives leaders the tools to fulfill their missions.

Javaid also sits on the Administrative Council, plays a prominent role in admission, and supports faculty and staff in their work with students, families, and colleagues.



ANDY KING

ISM Summer Institute Faculty and Upper School Director at Hackley School, NY

Andy has been an Upper School Director for nearly 10 years. He is an expert in developing an effective team of Deans, Department Chairs, Athletic Directors, and other staff to help deliver his school's mission with excellence.

Andy works directly with students, evaluates teachers, manages hiring and orienting new faculty, oversees parent communications, designs curriculum, manages disciplinary issues with students, and resolves personnel matters with faculty and staff.



CLINT LOSCH

ISM Advancement Academy Faculty and Director of Marketing Operations

Clint's background is in the areas of content marketing, SEO, social media marketing, marketing automation, and marketing operations with private-independent schools.

Clint oversees ISM's marketing operations strategies, leads ISM workshops and webinars on inbound marketing, and is an *Advancement Academy* faculty member. He co-leads ISM's Digital Solutions team, which provides done-for-you inbound marketing content and advertising services, and he provides one-on-one services to client schools.



ROBERT MARLEY

ISM Multimedia Specialist

Robert has over 17 years of experience in multimedia, video production, print and online publications, webinar production, and workshop and conference presentations.

Robert's responsibilities include producing our video content, designing and producing ISM publications and webinars, creating numerous tools for advisory services, and leading sessions at ISM's *Advancement Academy*.



MICHELLE MERSON

ISM Summer Institute Faculty and Head of Middle School at Crossroads School for Arts & Sciences, CA

Michelle uses her experience as a Middle School Head, Assistant Head, and Dean to help fellow school leaders develop strategies to support middle school teachers and students. She shows middle school leaders how to generate and enhance programs and relationships that enable teachers to do their best work with students.

Michelle leads a six-person middle school administration. They oversee 50 full-time faculty and 336 middle schoolers. She has been with Crossroads for over 23 years, and has served as a Dean of Students and the Assistant Head of the Middle School.



L.J. MITCHELL, IAP-L

ISM Summer Institute Faculty, Advancement Academy Faculty, and Director of Development at The Calhoun School, NY

L.J. helps private-independent school development leaders strengthen their strategies in building the annual fund and hosting special events. He has 15 years of fundraising experience with record-setting results in annual giving, capital and endowment campaigns, and events.

L.J. has served as an administrator in private schools since 2005. He has presented at conferences for CASE-NAIS (2015, 2014-Stellar Speaker), NYSAIS, and The Episcopal Church of the United States.



MARY YORKE OATES

ISM Summer Institute Faculty and Director of Admissions at Charlotte Latin School, NC

Mary Yorke supports school leaders in the areas of admission, development, and marketing communications. She is especially interested in tactical and strategic planning, revamping systems, and highlighting the importance and value of serving others and leading high-functioning teams.

Mary Yorke oversees all aspects of admission, including recruitment, retention, marketing, assessment, selective class placement, and student and faculty admission engagement at her school. She manages a team of 12 employees.



MARY JO PRUITT

ISM Summer Institute Faculty and Director of Athletics at Castilleja School, CA

Mary Jo provides expertise in the daily operations of private school athletic teams, including optimizing processes, encouraging teamwork, and creating a positive atmosphere.

Mary Jo oversees the daily operations of the Upper School and Middle School athletic teams, which includes 11 upper school sports and 10 middle school sports.



CHRIS PRYOR, IAP-L

ISM Director of Business Development

Chris joined ISM in August 2021 after a 20-year career in independent schools. Through this work, he has developed deep expertise in enrollment management, fundraising, marketing communications, and volunteer management.

Chris provides private-independent school leaders with the tools and strategies they need to succeed. He focuses on supporting ISM membership, especially Platinum member schools, along with building relationships with School Heads and senior leaders.



KURT RUCH

ISM Summer Institute Faculty and Athletic Director at George School, PA

Throughout his 25 years of working in physical education, Kurt has seen the positive role athletic programs play in student growth and development. Since 2019, Kurt has been a force in helping George School lead and achieve in athletics.

In his role with ISM, he helps leaders support student athletic programs and ensure their continued viability. His focus? Ensure students achieve their goals, whether playing for prospective college teams or improving their skills in the present.



STEVE SALVO, IAP-L, AEMP

ISM Advancement Academy Faculty and Head of School at St. Mary's Episcopal Day School, FL

Steve is an advancement professional with management experience in independent school admission, development, marketing, and communications. Prior to his Headship, Steve served as Assistant Head of School at Trinity Episcopal School in New Orleans.

There, he oversaw various aspects of the student experience, including acting as Director of Enrollment Management; led all recruitment and re-recruitment functions; and served as Director of the school's \$700,000+ tuition assistance program. Trinity's annual giving dollars increased by 58% and parent participation improved by 39% under Steve's leadership.



ISABEL SANKARAN-WEE, IAP-L, CFRE

ISM Advancement Academy Faculty and Director of Advancement at Stratford Hall, BC, Canada

Isabel shares her expertise in fundraising, public relations, marketing and communications, admission, and community relations.

Isabel currently oversees development, admission, and marketing at Stratford Hall in Vancouver, BC, Canada. She is part of the Executive Leadership Team and has management responsibilities for developing and sustaining long-term community growth for her school. She is a Certified Fund Raising Executive through CFRE International.



MATTHEW STUART

ISM Summer Institute Faculty and Head of School at The Caedmon School, NY

Matthew shares expertise in overseeing middle school operations, including hiring and evaluating faculty, mentoring and professional development, and facilitating curricula.

Matthew has served as the Head at his current school since 2012. He is responsible for ensuring all operations align with the school's mission and best serve its students. He has previously been a Head of Middle School at The Town School, New York; Director of the Middle School at the National Cathedral School, Washington, DC; and a Department Head at The Spence School, New York.



GIGI TYSINGER, IAP-L

ISM Advancement Academy Faculty and Director of Advancement Services & The Academy Fund at Norfolk Academy, VA

Gigi provides expertise in the areas of development policies, procedures, and data management. She shares her knowledge of the ways data-driven processes drive a school's overall fundraising strategies, encompassing gift accounting, gift reporting, research, prospect management, and donor stewardship.

In her current role, Gigi coordinates and implements the data-driven processes that are essential elements of the school's overall fundraising strategy, including gift accounting, gift reporting, research, prospect management, and donor stewardship.



JACQUI YAMADA

ISM Consultant

Jacqui has worked as a Director of International Programs, ESL Curriculum Director, and Principal Designated School Official (PDSO). She shares her 25 years of experience with school administrators to help them strengthen their strategies in program establishment, SEVP (Student and Exchange Visitor Program) compliance, homestay programming, and overall student safety.

Jacqui recommends strategies that private-independent school administrators can use to augment their international student programs. She teaches workshops, hosts webinars, and conducts on-site consultations to help schools create, bolster, and sustain international student enrollment.



REBECCA ZUG

ISM Summer Institute Faculty and Head of Upper School at Wilmington Friends School, DE

Rebecca is an upper school leader who is passionate about helping administrators infuse their school's missions into their work.

In her current role, Rebecca oversees hiring, faculty evaluation, and curriculum development. Under her leadership, Wilmington Friends School has deepened its professional development programming, increased collaborative service work, and joined an online school consortium.

Your school's viability hinges on your strong, decisive leadership. Your students' futures depend on you.

Make and implement the right strategic decisions to ensure your school's continued success. Rely on data-driven management strategies and mission-focused services in all areas of private school operations. These tools have been systematically analyzed by ISM and proven in our 45+ years of research and experience.

Deliver your mission with excellence with support from ISM.

About ISM

ISM began with a simple vision—strengthen private-independent schools by empowering school leaders who have dedicated their lives to helping children succeed.

45+

YEARS GUIDING
PRIVATE-INDEPENDENT
SCHOOLS

8K+

PRIVATE SCHOOL
LEADERS SUPPORTED

2K+

RESEARCH-PACKED
ARTICLES & PUBLICATIONS

— 1 TEAM —

DEDICATED TO SUPPORTING YOU
EVERY STEP OF THE WAY

MEMBERSHIP

Gold and Silver

➤ isminc.com/membership

Platinum

➤ isminc.com/platinum

CONSULTING

Boards

School Heads

Business Office

Enrollment Management

Development

Marketing Communications

Academic Leadership

International Programs

➤ isminc.com/consulting

SURVEYS

Student Experience

Student Satisfaction

Faculty Culture

Faculty Experience

Employee Satisfaction

Parent Satisfaction

Alumni

Applicant

Attrition

Stability Marker™ Assessment

Board

Executive Leadership

➤ isminc.com/surveys

PROFESSIONAL DEVELOPMENT EVENTS

Summer Institute

Advancement Academy

Heads Retreat

School-Year Workshops

Webinars

➤ isminc.com/events

SCHOOL SOFTWARE

FAST® Aid

ScheduLogic

➤ isminc.com/software

INTERNATIONAL CIRCLE

Webinars

Discussion Boards

Live Coaching

Done-for-You Checklists

➤ isminc.com/international-circle

INSURANCE

Employee

Domestic Student

International Student

Directors & Officers

Risk Management

➤ isminc.com/insurance



See how we can help
further your mission.

schoolsuccess@isminc.com



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