



Management Consulting to Independent
and International Schools Worldwide

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GENERAL DIRECTOR - ESCUELA AMERICANA EL SALVADOR - JULY 1, 2018

Posted on April 27, 2017

**General Director, Escuela Americana El Salvador
San Salvador, El Salvador
July 1, 2018**

The School and its Mission

Celebrating its 70th year in 2016, Escuela Americana El Salvador (EA) is a private, coeducational non-profit day school located in the capital city of El Salvador. EA serves over 1400 students in PK-12 across three Divisions. The student body consists of 76% host nationals, 16% are from North America and 8% represent 20 other countries. There are 134 full-time faculty, and 73% are host nationals.

The mission of EA is to provide a rigorous bilingual, bicultural college preparatory curriculum that allows students to meet the academic admission criteria for competitive U.S., Salvadoran and international colleges and universities. More than 90% of EA's students earn the demanding U.S./Bachillerato dual diploma. Of the 94 students in the Class of 2016, 60% planned to study in the U.S, four were accepted to Ivy League institutions and there were fourteen AP Scholars.

While academic rigor is the School's primary focus, EA also seeks to provide each student with a sound basis for life as a responsible member of society through its commitment to the development of the whole child. Academics, values, service, leadership, sports and the arts receive equal emphasis. Strict adherence to the Honor Code is expected.

Please visit EA's website: <http://www.amschool.edu.sv/>

The Opportunity

EA seeks a General Director who will develop, refine and promote the mission of the School to all constituents resulting in a school that exemplifies the values of Commitment to Excellence, Respect for Oneself and Others; High Hopes and Expectations, Learning from Each Other, Shared Responsibility and Moral Courage. The ideal candidate will have experience in leading a large school



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in a multicultural, bilingual environment. International experience is a plus. He or she will have earned an advanced degree and demonstrate evidence of other intellectual pursuits and professional growth.

Reporting to the Board of Directors, the General Director will be expected to:

1. Supervise and coordinate the daily operations of the Senior Management Team by establishing clear reporting relationships and set the tone for a whole child educational program.
2. Oversee the implementation of long term strategic planning that reflects the School's goals and results in the execution of the mission of the school.
3. Develop and implement an ongoing plan to attract a world class faculty to EA.
4. Oversee the assignment, evaluation, training, encouragement and motivation of the teaching staff through the three School Directors in order to build an excellent faculty which is consistently growing and improving.
5. Create a positive learning experience for students by partnering with faculty to determine students' most important needs and ensuring that policies are in place to meet those needs.
6. Monitor cultural trends in the School by being involved consistently in the daily life of the School as an observer and as a participant in developing policies that create a culture that produces responsible members of society.
7. Oversee the development of a curriculum that represents best practice and innovation by working with the Curriculum Committee and the faculty.
8. Interact and build relationships with other educational leaders of like-minded institutions in the broader academic community such as those belonging to NAIS, AASCA, and the TRI-ASSOCIATION; research their best practices; and implement them at EA as needed and appropriate.
9. Work with the Finance Committee of the Board and the Finance Director to draft and revise a budget that results in a financial model for a school that operates within its means.
10. Assist in the effort to grow the applicant pool by meeting with prospective families especially from key feeder Schools in order to promote the brand of academic excellence and development of the whole child.

The Successful Candidate

While recognizing that no single individual is likely to embody all of the following strengths and abilities, the Board has identified following characteristics of EA's General Director have been identified as being most important:



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1. A profound belief in the core values of EA and a willingness to embody the spirit of the School. The General Director should enjoy being active and have visible presence within the EA community in order to help foster a collaborative environment.
2. A passion for educational distinction and continuous improvement. The General Director should enjoy driving educational change through a positive mindset.
3. A proven leadership approach which achieves results through appropriate delegation, professional development, and consistent evaluation of his/her reports.
4. A warm approachable and engaging presence that invites and respects the views of others.
5. A proven administrator with the ability to hold everyone accountable, serving first as a role model of evolving self-awareness, discipline and the highest moral and ethical standards.
6. Effective communications skills with faculty members, parents, students, community members, and the Board, keeping this group appropriately informed of potential issues and/or needs.
7. Ability to work closely and comfortably with the Board of Directors in a true partnership in governance and leadership.
8. Understanding of and commitment to strategic external affairs, including admissions, accreditation, service, marketing, and broader community involvement. The Candidate must be comfortable in engaging in fundraising.
9. A strong record of fiscal management and understanding of finance and budgeting.
10. A commitment to personal growth and ongoing training in such areas as technology and social media.

An Invitation to Apply:

This is an international search for a General Director who would be expected to assume responsibility on July 1, 2018. The compensation and benefits package will be competitive with that offered by schools of similar size and stature.

Please provide the following: Letter of Application, CV, Statement of Educational Philosophy and three references. Electronic submission is preferred.

Inquiries are strictly confidential and should be directed to:

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