

## Outstanding Leadership Opportunity

### American School of The Hague

**Seeks:** School Director

**Effective:** August 2018

**Application Deadline:** November 18, 2016

**Website:** <http://www.ash.nl>



#### THE SCHOOL AND ITS ENVIRONMENT

American School of The Hague is a private, co-educational, college-preparatory day school founded in 1953. American School of The Hague admits students of any race, color, nationality and ethnic origin. The two campuses of the school are located a few minutes' apart in Wassenaar, a residential community near The Hague.



The school serves a student population of 1,220 at its Main Campus (11 acres / 4.5 hectares) and Early Childhood Center (3.5 acres / 1.5 ha). The two campus locations offer spacious classrooms, specialized teaching areas, wireless internet, centrally located libraries plus separate Elementary School and Early Childhood libraries totalling 46,600 volumes, computer and science laboratories, two cafeterias, excellent spaces for the arts, including a 474-seat theater, music/movement classrooms; studio spaces for art, photography and multi-media; and for athletics: three gymnasias, one sport hall and playing fields.

A new facility for Early Childhood students (ages three to six) opened for the 2013 - 2014 school year. A day care facility at the ECC is available for staff children ages infant to three years old.



## The Curriculum

American School of The Hague, or “ASH” as it has been known since its establishment in 1953, offers a learner-centered, American curriculum modified for the needs of the international student and parent population.

The instructional approach focuses on the close but respectful student-teacher relationships that characterize American education. The curriculum includes Advanced Placement courses and the International Baccalaureate Diploma, and is broad enough to suit the needs of a diverse

population. ASH believes in service to the community, and recognizes that The Hague’s image as the “World’s City of Justice” is a standard ASH should rightly emulate.

Students in the ASH High School (Grades 9-12) can select to take the full International Baccalaureate Diploma, take individual IB course certificates, take Advanced Placement courses, or take a combination of courses leading to the ASH Academic Diploma. ASH also offers an ASH General Diploma for students who may be planning alternative post-secondary training or study.



Students in Middle School are grouped into cross-disciplinary grade-level teams in Grades 5, 6, 7, and 8. These teams consist of Language Arts, Mathematics, Science, Social Studies, Modern Languages, and Physical Education. Middle School students also take a rotation of exploratory subjects such as Music, Art, Design Technology, Home Economics, Drama, and Instructional Technology.

Our Preschool through Grade 4 program consists of the core academic subjects of Language Arts,

Mathematics, Science, and Social Studies in the homeroom. Elementary School children also study Art, Dutch, Library, Music, Physical Education, and Computing.

ASH has a one-to-one laptop program in Grades 5-12 and a one-to-one iPad program in Grades 1-4.

## Inclusion

ASH is committed to supporting the needs of all its students. The school has English-as-an-Additional-Language specialists in Elementary, Middle, and High School. Support for high gifted students is provided in upper Elementary and Middle School. The school has a full-inclusion program of learning support, with learning support teachers, speech therapists, occupational therapist, and educational psychologist. Students with mild learning needs are catered to by classroom differentiation, while students with moderate learning difficulties receive accommodation and support in our learning resource centers. ASH also has self-contained classrooms for students with profound developmental delays in Elementary, Middle, and High School. These special education students join their mainstream counterparts for many classes during the school day as appropriate, and they may participate in the full range of extra-curricular activities.

## The Student Body

The student body is comprised of approximately 26% US and 12% Dutch, with the remaining 62% coming from 74 other nationalities, mirroring the diversity of cultures that make The Hague such a rich environment. Students come mainly from the international business and diplomatic community, but many Dutch families add a host country flavour to the multicultural mix.

## Governance

ASH is governed by a 13-member Board of Trustees, who are elected to three-year terms and can serve two terms (and be extended further by board approval). The Board is essentially self-perpetuating, in that a Nominating Committee that includes board members, parents, and staff members thoroughly screens candidates before recommending to the Board itself a slate of candidates to fill open positions on an annual basis (as needed). The Board then approves the election of the proposed slate and shares those names with the school community. Most members of the ASH Board of Trustees are parents of current students, but three of the board positions are also open to “community members” who do not have students at ASH. These “external” members provide further perspectives, specific skills, and additional distance from day-to-day school operations. The ASH Board is well-versed in good governance practice and confines itself to strategic (not operational) matters. The Board sees its primary functions as selection/evaluation/support for the Director, the provision of sound long-term financial resources for the school, and the development



of long-range planning aligned with the school’s mission and vision. The Board meets seven times during the school year; four of those meetings include an open session for community to attend. The Board also holds an annual off-site retreat to review governance and administrative roles and responsibilities and to set goals for the coming school year. The ASH Board conducts its work through three standing committees: Trustees Committee, Finance and Facilities Committee, and Strategic Planning Committee. A short-term Nominating Committee also operates annually when board vacancies exist, and occasional *ad hoc* committees are used for special projects such as major capital construction.

## Accreditation

American School of The Hague is accredited by the Middle States Association of Colleges and Schools and the Council of International Schools.

## Mission

Our mission speaks for itself: “American School of The Hague nurtures and inspires character, commitment, creativity, and learning.”

## Vision

American School of The Hague will lead its international learning community through excellent teachers and a range of academic and extra-curricular choices. In a safe and welcoming environment, our educationally and culturally diverse students and staff will strive for excellence and achieve their potential.

## Core Values

ASH students will usually be able to identify one or more of the school's five core values: Empathy, Integrity, Communication, Responsibility, and Respect.

## International Mindedness

International mindedness at American School of The Hague is defined by the global awareness and open attitude of the school community. An essential element of international mindedness is accepting and appreciating different cultures, and one's own. We believe individuals have the potential to make a positive impact on the world around them as exemplified by our core values and expressed through the following:

Being open minded

Developing linguistic skills

Embracing diversity in ourselves and others

Cultivating interconnectedness and interdependence

Nourishing critical thinking regarding the world and its issues

## Graduates

American School of The Hague strives to provide its students with an education that emphasizes academic rigor, differentiates instruction for learners' needs, and extends to extra-curricular activities. It also provides extensive opportunities for each student to grow intellectually, socially, and emotionally. When a student leaves the American School of The Hague, whether they move on to tertiary education or to another primary/secondary school, the School aims to ensure that they are equipped with essential skills that are age and developmentally appropriate. A substantial number of ASH graduates attend university in the USA, but an increasing number attend higher education in the UK or remain in the Netherlands, which has a wide range of English-language university programs.



## The Location

ASH is located in Wassenaar, a 30,000 person suburb outside of The Hague, the diplomatic capital of The Netherlands. Wassenaar is home to many expatriates who commute to work in Leiden (10 minutes' drive) The Hague (15 minutes), Rotterdam (30 minutes) or Amsterdam (40 minutes). Wassenaar is a quiet, family-oriented town where ASH students bicycle to school from home in elementary, middle, and high school. The Netherlands offers a very high quality of life, integrating exercise in daily life in

the form of outstanding bicycle infrastructure, good health care, clean environment, effective public transportation, and cultural and sporting opportunities. The Netherlands is a very easy country for relocation, since English is widely spoken. Schiphol airport at Amsterdam has excellent flight connections all over the world, and high-speed train links connect to major European destinations.

## THE POSITION

Candidates with a proven track record in leading schools as Head and who are committed to the education of young people are invited to apply. Candidates should be dynamic, self-confident and approachable, with excellent communication, leadership and inter-personal skills.

In order to help ASH reach its potential, the successful candidate should possess the following qualities, experiences and/or skill sets:

*Personal Characteristics*

- Unimpeachable integrity
- Personal qualities of warmth, transparency & approachability, empathy, charisma, etc.
- Outstanding communicator verbally and in writing
- Highly visible in the school community and in the school
- Resilience
- Student-centered: Connects with and knows his/her students, interested in their aspirations
- Community-minded and a community-builder
- Commitment to inclusive education for students with special learning needs

*Professional Experiences, Training and Skills*

- Managerial expertise and experience
- Visionary and strategically minded
- Positive governance experience and a track record of strong, positive relations with the Board
- International teaching or administrative experience
- Financial acumen
- Adept at staff recruitment
- Experience with and strong proponent of an American-style education
- Strong educational leadership

*Additionally, Academic and Professional Qualifications Sought:*

- An advanced educational degree, with a credential in administration or educational leadership.
- Previous experience and proven success in a chief executive or chief administrative role
- Successful international, overseas experiences
- Strong financial, organizational, human resource, marketing and management skills
- Proven experience and expertise with both IBDP and AP programs.
- Strong leadership in pedagogical approaches
- Educational or professional experience in a culturally diverse environment
- Experience in technology-based educational solutions

**SALARY & BENEFITS**

An initial, three-year, renewable contract offers a competitive compensation and benefits package, which is commensurate with the responsibilities of the position.

**APPLICATION PROCESS**

**Application Deadline: November 18, 2016**

The American School of The Hague has retained Dr. Paul DeMinico, Vice President of Administrative Searches for International Schools Services (ISS), to serve as lead consultant for the search. He will be assisted by the ISS staff.

The deadline to submit your application is November 18, 2016. Long-listed candidates will be identified by ISS and their dossiers forwarded to the Search Committee. Finalists for this search will be interviewed via Skype in November with the intention to complete the process in March with a visit to ASH in February for finalists.

All candidates who wish to apply for the position are kindly requested to establish a professional file with ISS to facilitate the application process and ensure that credentials are provided in a uniform and consistent manner. Since The American School of The Hague has requested ISS to assist with this search, applicants for this specific position do not need to pay a fee to originate or reactivate their professional file.

**Current ISS candidates:** Send a formal letter of interest (cover letter) in PDF format to Dr. Paul DeMinico ([pdeminico@iss.edu](mailto:pdeminico@iss.edu)).

**Not an active candidate? Follow the steps below:**

- 1) **Send a formal letter of interest** (cover letter) in PDF format to Dr. Paul DeMinico ([pdeminico@iss.edu](mailto:pdeminico@iss.edu)).
- 2) **Create or update your ISS file**
  - New candidates – <https://www.iss.edu/recruitment/candidate/new-user>
  - Returning candidates - <https://www.iss.edu/recruitment/user/login>

*\*\*Please email Dana Zarrello, administrative candidate registrar, for assistance:  
[dzarrello@iss.edu](mailto:dzarrello@iss.edu).*

- 3) **Complete online ISS application.** When you reach the Payment Page, find the field labelled “Coupon Code” and type in **ASH2016** to waive your membership fee.

Your application will be reviewed by the ISS team to make sure all the necessary information is present. This process can take several days, depending on the time of year.

- 4) **Begin to build your professional dossier.** Upload supporting documents (certifications, educational philosophy, current resume, and open letters of reference) through your ISS candidate dashboard.
- 5) **File Activation.** Once your confidential reference forms have been received and your file is “active” your file will be made available to Dr. DeMinico and the search committee.

Applicants are asked to submit their letter of interest and complete all necessary application steps as early as possible, as ISS and the Transition Committee of The American School of The Hague reserve the right to close the selection process at any time if an ideal candidate is found.

***Application materials should be sent electronically to:***

Dr. Paul DeMinico  
International Schools Services  
Tel: 603.520.2783  
Email: [pdeminico@iss.edu](mailto:pdeminico@iss.edu)  
Web: [www.iss.edu](http://www.iss.edu)