

Leadership Posting

Elementary School Deputy Principal Singapore American School

Republic of Singapore

Application Deadline: August 31, 2019

Start Date: July 1, 2020



Elementary School Deputy Principal
Singapore American School
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"When excellence, extraordinary care and possibilities are present, active and alive in a classroom, you feel it before you ever see it. When I step into a classroom at SAS, I feel I am immersed in the joyful pursuit of learning, where the air is filled with curiosity, wonder and discovery. Whether the students are quiet, focused, doing their work or actively engaged in learning activity... there is genuineness, an earnestness and purposefulness to their behavior that tells me that they are capable of learning anything. Our job as educators is to both allow and help create that climate for all students and then work like crazy to protect and defend it."

--SAS Principal

SAS began its long partnership and commitment to forward-thinking curricula in the 1960s, establishing itself from the outset as a school dedicated to rigorously preparing students for the future. In 1973, the school committed to service and experiential learning. These programs remain robust and continue to provide additional pathways for student growth and engagement.

Singapore American School has consistently and successfully committed itself to high performance in educating young people, whether that be through traditional academic achievement or through its commitment to initiatives that are on the leading edge of educational research and development.

HISTORY OF SINGAPORE AMERICAN SCHOOL

In 1956 Singapore American School opened its doors for the first time to 105 students. Today the purpose-built campus in the Woodlands district on the island provides learning opportunities to over 4,000 students from Preschool to Grade 12 across, 63 nationalities, all under one roof in Singapore, the present-day banking and multinational corporation hub of Asia.



A RESEARCH-BASED, INNOVATIVE PROGRAM

SAS is guided both by the school's mission of "providing an exemplary American education with an international perspective" and the school's vision, "A World Leader in Education, Cultivating Exceptional Thinkers, Prepared for the Future." This mission and vision have led the school to embrace several important and innovative initiatives in recent years. This includes: the introduction of flexible learning environments and a personalized learning approach to ensure that all students continue to learn at high levels. All elementary students are offered a five day world language program in either Chinese or Spanish. The school has also introduced a Mandarin immersion program for students in grades K-2, with plans to continue to expand this through grade 5 as these students move up through the system. The elementary school embodies SAS' culture of possibilities - there are so many roads for students to travel. The School's innovative programs reflect the dedication and passion of SAS faculty and students, and are part of the school's work to simultaneously embrace needed changes while also assuring high standards, depth and rigor, and extraordinary care for every student.

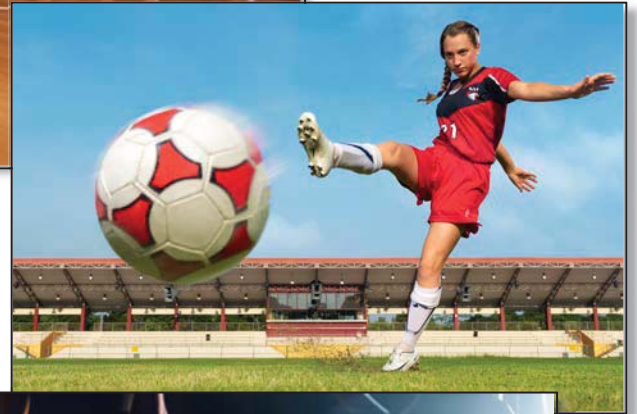


STUDENT LEARNING RESULTS

Success is defined in a variety of ways at SAS: beginning with an intense focus on character development, and a strong set of core values emphasizing compassion, responsibility, respect, honesty and fairness. Elementary students regularly participate in service learning programs, from the earliest years through grade 5. Some examples include an annual walk a thon by some of our youngest learners to support disadvantaged families, volunteering at a rehabilitation facility for stroke victims, and exchanges with our local Singapore schools. . Students in the elementary division have opportunities to distinguish themselves through participation in myriad co-curricular activities, and

more traditional academic achievements (e.g., strong standardized test scores). The school's learning outcomes are noteworthy across multiple measures and consistently surpass benchmarks set by peer international schools on assessments such as the Measures of Academic Progress (MAP).

All students in the Elementary division are supported by a personal-academic counselor and a Dean of Student life to underscore the School's focus on the whole child- academic and social and emotional well being.



THE ARTS, SPORTS, CLUBS AND THE EAGLE WAY

Student co-curricular opportunities are wide ranging and abundant at SAS and include numerous options within the realms of athletics, activities, and service. Some examples of popular activities include drama, soccer, and even cooking classes. Students come together on the field, on stage, and in the classroom to demonstrate the SAS Eagle Way!



A DYNAMIC COMMUNITY

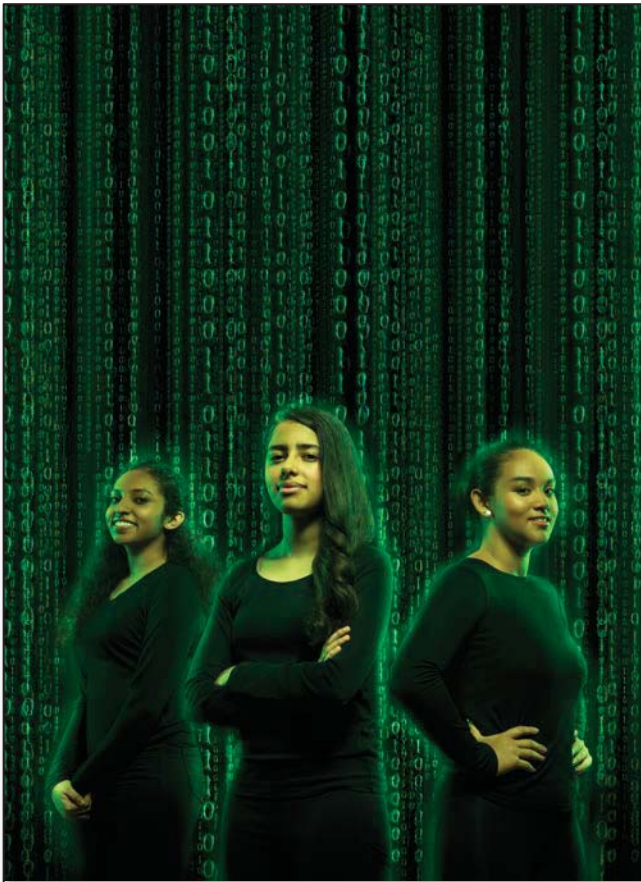
Students:

While over half of SAS students are United States citizens, the student body is comprised of more than 60 nationalities. There are on average 300 students in each elementary K-5 grade, with an average of 22 students per class. Our students speak highly of the prevalent culture of extraordinary care and about the quality of relationships between students and teachers. These are some of the factors which make students time at SAS outstanding. Although a relatively large community, the school strives to care for the hearts and minds of each and every individual student.



Faculty:

The SAS faculty is diverse, with 60% originating in the United States and many hailing from Commonwealth nations. 80% of teachers hold a master's degree or higher, and over half of the teachers have been part of the SAS community for 10-20 years. This kind of longevity is a remarkable and rare testament to the strength of the professional experience offered at SAS and allows for consistency and continuity. The faculty demonstrate a sincere commitment to professional development and continuous growth.



PARENTS AND THE WIDER COMMUNITY:

Parent engagement is a key part of the SAS culture. The School has an experienced board, an active and community-supported Parent Teacher Association, and a Booster Club that raises funds to support students. Parents are committed to advancing the School and to the best interest of the students with many actively participating in philanthropic efforts to support the SAS Foundation as well as to enhance academic, experiential, and extracurricular activities for students.

Leadership Responsibilities:

Leadership, Management, and Facilitation:

The elementary school deputy principal will be responsible for facilitating the successful implementation of SAS strategic initiatives in grades Preschool through 5 in order to fulfil the school's mission and vision. To this end, the elementary deputy principal is charged with overseeing delegated elements of the SAS academic program. Among other responsibilities, he or she will provide dedicated oversight and support to students and families in two of the eight elementary school grades (Preschool/Pre-K, K/1st, 2nd/3rd, or 4th/5th), ensuring a clear, consistent focus on student learning, achievement, and wellness. This individual will lead and directly supervise faculty and classified staff in a fashion that aligns deliberately to the development of critical strategic initiatives. In coordination with the elementary school principal and three deputy principals, s/he will also provide leadership in all areas of teaching, learning, and teaming. This includes leadership in the realms of curriculum and instruction, educational technology, student assessment and use of data, and learning support. The elementary school deputy principal will build strong relationships with students and mentor them towards academic success as well as social emotional well-being.



Social-Emotional Wellness:

The elementary school is devoted to providing a strong student centered, social and emotional learning approach to teaching and discipline. We use research and evidenced based practices to design and create safe, joyful, and engaging classroom learning communities for students, teachers, and parents. The Elementary Deputy Principal will possess a strong commitment to ensuring a healthy and well balanced social - emotional environment exists within the school.

Professional Learning Communities:

The elementary school has been recognized as a model PLC (Professional Learning Community) School. This means we have demonstrated outstanding progress in

- providing evidence of a commitment to learning for all students
- producing evidence of a strong collaborative culture throughout the school
- collecting evidence to demonstrate our focus on results

The Elementary Deputy Principal will possess strong knowledge of effective professional learning community processes and strategies, and be able to contribute to the ongoing development and success of the professional learning community model.



Budget and Facilities:

The Elementary Deputy Principal will work with the Elementary Principal, and his/her team, to manage a substantial and healthy budget which supports students learning. The Elementary Deputy Principal will be expected to help make programming decisions, work on scheduling solutions, and help to provide oversight on the overall needs of their particular assigned grade levels, as well as a balanced approach to the immediate and long range needs of the entire elementary school.



The school continues to collaborate with an international architectural firm to define near-term and possibly long-term facilities projects that directly impact learning. Almost fifteen years ago a \$65M campus renovation and expansion was completed at the school's current campus in Woodlands. At present, the school is in the midst of working with community stakeholders to imagine new learning spaces and to look at the possibility of a campus upgrade that would support the SAS mission and help young people better reach the school's desired student learning outcomes (DSLOs) within a newly configured building. Part of the Elementary Deputy Principal role will be working with the Elementary Principal and partner Deputies to move this work forward as it progresses.

Living in Singapore:

Singapore has been consistently rated as one of the world's best expatriate destinations and it offers safety, a well developed infrastructure and vibrant and diverse community. Housing ranges from high rise apartments to single family houses to traditional shop house style living. Public transportation networks and links are extensive, and Singapore's Changi Airport offers ease of access for affordable off-island family travel across Asia. Singapore enjoys a very low crime rate, and high quality health care. Singapore is considered one of the best places in the world to live and thrive.



SAS OPPORTUNITIES AND CHALLENGES

A Learning Leader:

The learning environment at the elementary school challenges each student to discover and pursue individual interests, passions and to develop talent within a rigorous, flexible and personalized academic program. The next SAS elementary School deputy principal will work closely with teachers across disciplines to further the written curriculum, competency-based progressions and the school's priorities and institutional commitments. The Elementary School Deputy Principal leads with the division-wide focus on Professional Learning Communities for employee development and student learning.



Building Community & Culture:

The SAS elementary school deputy principal will participate in directly leading and sustaining the development of programs aligned with the school's strategic plan. Doing this challenging work requires deep knowledge of the school community and a personal commitment to a connecting authentically with students, parents, and faculty members. The scale of the community's diversity is remarkable and demands equally remarkable relational leadership skills. Creative problem solving and conflict resolution skills will be needed on a regular basis in order to foster an atmosphere based in both compassion and confidence.





An Engaged Communicator:

The elementary school deputy principal will bring a track record of experience and success with a range of communication practices. He or she must be able to build strong and healthy relationships as well as to invite and make use of constructive feedback.

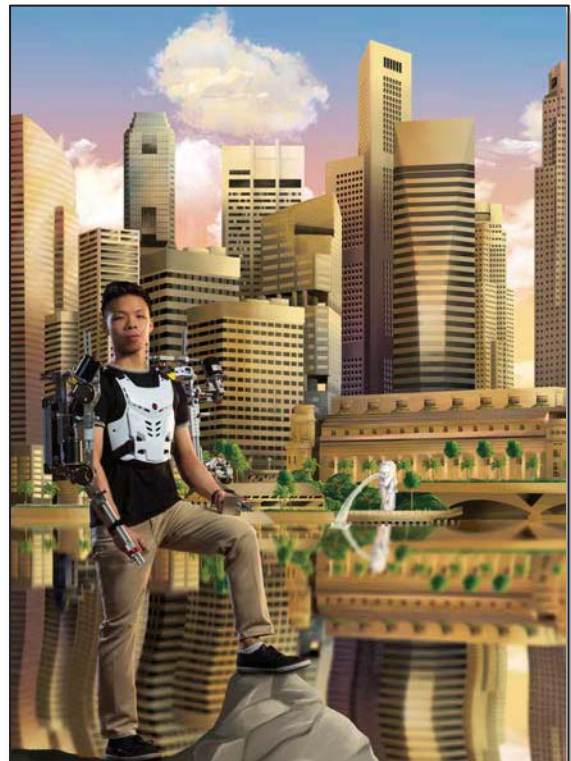
It is essential that this new leader is convicted about contributing open, personal, approachable, and highly visible leadership.

A Leader and Advocate of Student Welfare:

One of the strategic anchors at SAS is the school's culture of extraordinary care, in which every student is known and advocated for across the school. In the context of a high-performing school, the SAS elementary school deputy principal will advocate for student welfare and will balance competing programs and needs to ensure that each individual student is afforded pastoral care and access to an intentional social/emotional learning curriculum.

Humility and Ambition for the Elementary School:

SAS is deservedly labeled as high-performing. The school's strategic vision and mission requires an orientation towards continuous improvement, and the school's recent efforts to research best practices employed by schools across the world confirms the school's trajectory and the necessity of this orientation. The next SAS elementary school deputy principal will promote enduring program excellence and school alignment through a complementary blend of personal humility and professional will. She or he will ensure effective teamwork by being both a highly effective listener, a polished and even-keeled communicator, and a sure-handed decision-maker.



The Candidate:

The successful candidate for elementary school deputy principal at Singapore American School will likely exhibit the following qualities and attributes:

- True team player who understands the value of collaboration and healthy relationships.
- High emotional intelligence and a commitment to building strong relationships with students, faculty members, and the wider school community.
- Excellent interpersonal skills, facilitation skills, and communication skills.
- Strong administrative and leadership skills along with a proven track record for leading meaningful and sustainable change.
- Successful teaching experience in order to lead and speak knowledgeably to the community's instructional work. Experience with the personalization of learning and with high-impact instructional practices is highly desirable.
- Understanding of how to bring together the attributes of humility, flexibility, intelligence, and drive with the ability to listen effectively across stakeholder groups.
- Experience with the recruitment and assessment of motivated and engaged teachers and staff.
- Knowledge of diverse educational systems, understanding of the unique attributes of international school communities, and a strong ability to step in and support the Elementary School Principal and leadership team.
- Ability to balance competing priorities with both calm and resolve while holding a focus on students.



APPLICATION PROCESS

Deadline: **August 31, 2019**

Interested candidates are required to:

- Apply online via the link: [Elementary School Deputy Principal Application Link](#)
- Provide at least two current references as a part of the application process

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Instructions

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