

Leadership Search



Elementary School Principal American School of The Hague *Wassenaar, The Netherlands*

Application Deadline: August 20, 2021
Start Date: August 1, 2022

ISS is pleased to conduct this full search.
Learn more how ISS works with search committees around the globe to fill leadership positions.
www.iss.edu/services/administrative-recruitment

Position Overview

You believe that a school should prepare students for a meaningful life, and not just the next stage in education. You are always seeking to improve your students' experience, taking into account the latest research in learning, pedagogy, and successful organizations in order to support excellence in academics and personal development.

You are passionate about working in the Elementary School. Modeling our school's core values and setting the tone and spirit in our Elementary School, you get the best out of our teachers and students every single day.

Furthermore, you have the leadership and interpersonal skills to share the beliefs mentioned above and inspire staff, students, and families to see and realize possibilities and potential for learning and growth.

Additionally, you have:

- Administrative certification (Master's degree strongly preferred) and experience as an Elementary School Principal and teacher, preferably in international or independent schools.
- Outstanding communication skills (oral and written), the ability to motivate and delegate effectively
- Current knowledge of instructional methodologies (particularly inquiry-driven models), "learner-centered" classrooms, program development and evaluation, differentiated instruction for a range of students with special needs, student assessment, personnel evaluation, change processes
- Genuine interest in and concern for students, student learning and student development
- Knowledge of and experience with advisory programs
- Experience with and desire to work in a multicultural environment
- Strong organizational and technology skills
- A sense of humor

The Role

As Elementary School Principal you lead our Elementary School (+/- 60 staff members). The Elementary School Principal reports directly to the Director and is one of the nine members of the Leadership Team. In close collaboration with the other Leadership team members, you direct and coordinate overall school affairs, especially as they link to operations of the Elementary School. As Elementary School Principal, you are assisted by an assistant principal.

The Work

As Elementary School Principal, you provide leadership and direction for the overall operations and strategic development of Grades Pre-K to 4. In conjunction with the Director, you develop and implement Elementary School goals and follow up on action items. Assisted by the Assistant Principal, you evaluate and supervise all Elementary School staff and are responsible for the day-to-day operations of the Elementary School. Additionally, you:

- Inspire staff, students, and families to see and realize possibilities and potential for learning and growth
- Implement Strategic Plan goals and action items that relate to the Elementary School
- Work with the Director to hire the best faculty and staff to serve Elementary School students and contribute to a vibrant Elementary School culture
- Guide development of staff, in conjunction with the Director of Curriculum and Staff Development
- Monitor curriculum and coordinate its appraisal, in conjunction with the Director of Curriculum and Staff Development
- Communicate with stakeholders regularly using the school's various communication vehicles
- Develop and oversee the Elementary School budget, in conjunction with the Business Manager
- Other duties as deemed necessary by the Director

Salary & Benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate.

Application instructions found on the final page of this announcement.

Mission, Vision, & Core Values

Mission

We are committed to our mission: We build a better world as we become better human beings, hear and value every voice, keep every promise, and celebrate every achievement.

Vision

We are determined to create a school where everyone is confident and able to take control of their own learning, and the world is our classroom.

Core Values

ASH has 5 core values that are at the base of our program, including policies and behaviours: Empathy, Integrity, Communication, Responsibility, and Respect. ASH students are actively working with the core values using them in their day-to-day interactions.

Overview

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, colour, 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 1,150 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 campus specifically for Early Childhood students (ages three to seven) opened in the 2013 - 2014 school year. A day care facility at the ECC is available for staff children ages infant to three years old.



Students

The student body is comprised of approximately 28% US and 14% Dutch, with the remaining 58% coming from 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.

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 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.

Faculty

ASH has around 275 staff members with a total of 28 different nationalities.

Administration

The Leadership Team, consisting of 9 members, focuses on bringing a superb holistic student learning experience to every ASH student and their family. A global team of educational and operational experts leads the way here at ASH, ensuring the student learning experience is at the core of all we do. The Director is responsible for the day-to-day school operations and reports to the all-volunteer Board of Trustees.

Governance

ASH is governed by a 13-member Board of Trustees. 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.



Accreditation

American School of The Hague is accredited by the New England Association of Schools and Colleges (NEASC)

Curriculum

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 Programme, 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 Peace and Justice" is a standard ASH should rightly emulate.

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, and an occupational therapist. 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.

Technology

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



Grade Level Overview

Elementary School

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.

Middle School

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

High School

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.

Campus

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.



Fast Facts

Year Established	1953
Accreditation Agency	New England Association of Schools and Colleges (NEASC)
School type	private, co-educational, college-preparatory day school
Language of Instruction	English
Total Enrollment	1150
Student Age Range	3-18
Student Nationalities	28% US, 14% Dutch, 58% Other nationalities
Number of Faculty	275 Staff, 165 Teachers
Faculty Nationalities	28
Percentage of Annual Faculty Turnover	8%
Number of Board Trustees	13

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Application Instructions

Effective Date: August 1, 2022

Application Deadline: [August 20, 2021](#)

Pauline O'Brien, Director of Administrative Searches & Governance Services, will serve as the lead consultant for American School of The Hague Elementary School Principal search. She will be assisted by Ms. Ashley Wotowey and other members of the ISS staff.

In **one PDF document**, please send a formal letter of interest (cover letter) specific to this position no longer than two pages, along with your CV (please do not send a CV that has your photo*) to execsearch@iss.edu. You will be contacted by Ashley Wotowey regarding the next steps.

Our considerations:

- International Schools Services (ISS) is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Hiring is contingent upon a successful background check.

Applicants are asked to submit their letter of interest and CV and complete all necessary application steps as early as possible, as International Schools Services (ISS) and American School of The Hague reserve the right to close the selection process at any time.

* ISS is committed to "Making a World of Difference" in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. One of our commitments is to remove photos in recruitment files. You can read more about our commitments here: <https://www.iss.edu/what-iss-will-do-now>.