

Leadership Search



Superintendent American Community School Amman *Amman, Jordan*

Application Deadline: October 22, 2021
Start Date: July 2023

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

The American Community School in Amman, Jordan Board of Trustees are seeking a dynamic, mission-driven, community driven leader who will appreciate, be committed to, and articulate the ACS Mission and focused accreditation efforts with Global Advocacy.

She/he will be a thoughtful leader with a proven record of facilitating conversations with issues of diversity, equity, belonging, and social justice. The Board is also seeking candidates with the ability to listen, gather input, engage in appropriate consensus building, and move efficiently to decisions. The Superintendent works closely with the Board of Trustees in all matters of finance, so a strong financial acumen is required to both lead an organization with a substantial operating budget. She/he will bring an authentic ability to inspire the community through written and oral communication, be a transparent communicator and a proven leader in crisis management situations with an ability to facilitate difficult conversations.

The ideal candidate will have a high threshold for ambiguity and undeterred patience in dealing with a range of government agencies; both local and international. She/he should have a proven record as a leader who will affirm the talents and dedication of faculty and staff, encourage collaboration and growth, and is willing to continue the work in developing community engagement with the lens of Adaptive Schools and Professional Learning Communities. US citizenship is required by school policy.

Finally, the ideal candidate will have a genuine excitement about living and working in the energetic and ever evolving country of Jordan and embracing all it has to offer.

Duties & Responsibilities

The Superintendent serves as the Chief Executive Officer of the school therefore oversees all aspects of the day-to-day and strategic operation of the school. This includes, but is not limited to:

- Serving as the educational leader in setting the tone and framework for the academic program in line with curriculum, instruction, assessment.
- Implementing, reviewing, and recommending Board policy.
- Establishing, setting, monitoring, and addressing all matters of school climate and culture.
- Working with the Finance Committee of the Board of Trustees; review, recommend, and supervise budgets and maintain appropriate financial records to ensure the financial sustainability and soundness of the school
- Ensuring effective marketing and communication that represents the school in a positive light
- Leading effective recruitment and management of personnel to provide a high-quality experience
- Representing the school in its relations with agencies, educational organizations, and accrediting agencies
- Overseeing effective and efficient utilization of facilities
- Promoting and maintaining strong parental and community involvement

The categories by which the Superintendent is evaluated are:

Shared Vision: The superintendent is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

Culture of Learning: The superintendent advocates, nurtures, and sustains a school culture and instructional program conducive to student learning and staff professional development.

Management: The superintendent ensures effective management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

Family and Community: The superintendent collaborates with families and community members, responds to diverse community interests and needs, and mobilizes community resources.

Ethics: The superintendent acts with integrity, fairness, and in an ethical manner.

Societal Context: The superintendent understands the profile of the community and responds to and influences the larger political, social, economic, legal, and cultural context.

Academic & Professional Qualifications

Master's (or higher) Degree in Education, School Administration, and/or a related field or equivalent experience; and a minimum of five years of teaching with administrative and leadership experience.

Skills, Experience, & Attributes Sought

- Experience with strategic growth and development in an ever-changing environment
- A proven record of ongoing growth and development as a leader
- Previous experience as an international school director or senior administrator
- Broad knowledge of best practices in teaching and learning
- Knowledge of and success in human resource management
- Marketing and promotion expertise

Salary & Benefits

The salary and benefits are highly competitive within the region and will be discussed with finalist candidates.

Application instructions found on the final page of this announcement.

The School

The American Community School in Amman, Jordan, is an inclusive and dynamic school environment that will inspire your child to foster enthusiasm for learning. ACS has an impressive history of providing high-quality education to expatriate and local students. The foundation of the schools mission, which includes Compassion, Respect, Integrity, and Intellectual Growth, is at the core of all they do. ACS develops confident students, promotes individuality, and celebrates diversity.

Mission & Beliefs

Mission

ACS inspires individuals to become self-motivated learners and compassionate citizens who demonstrate respect, act with integrity, and seek intellectual growth in a culture of high expectations.

Beliefs

- We believe students learn best in a safe and nurturing environment.
- We believe embracing diversity strengthens our community and enriches our lives.
- We believe well-rounded individuals are prepared to adjust to a rapidly-changing world.
- We believe when students are actively engaged in the learning process, learning becomes irresistible.



Overview

School

ACS is a learning-focused school. To prepare students to be effective and contributing citizens, they must have the knowledge, skills, and competencies to face the changing dynamics of the world. ACS provides students with a standards-based program of study and effective classroom instruction that is grounded in real-life experiences that are developmentally appropriate. The school is committed to delivering a guaranteed and viable standards-based curriculum that is rigorous, relevant, and future-focused. ACS teaches, assess, and reports on specific learning standards. This is done to ensure learning is meaningful, thoughtful, and relevant in the pursuit of the Mission and Student Profile.

Professional Learning Communities

ACS believes in the power of collaboration. The very essence of a learning community is a focus on and a commitment to the learning of each student and a relentless focus on continuous improvement. The expectation at ACS is that each professional contributes to the rich spirit of collaboration and be part of:

“A PERSISTENT DISQUIET WITH THE STATUS QUO AND A CONSTANT SEARCH FOR A BETTER WAY TO ACHIEVE GOALS AND ACCOMPLISH THE PURPOSE OF THE ORGANIZATION.”

Global Advocacy

As part of the accreditation process, ACS has committed to spending the next seven years conducting school-wide action research on a key aspect of the Student Profile: global advocacy. Through teacher-driven action research, ACS will discover how it can best support their students becoming global advocates who are capable of communicating their ideas, recognizing perspectives, investigating the world, and taking action.

Adaptive Schools

Since 2013 all ACS teaching staff are expected to complete the Foundation course of Adaptive Schools. This model provides a common language, a common focus, and key norms that allow the school community to engage in thoughtful and respectful conversation and effective meetings.



Accreditation

ACS is accredited by the Middle States Association and pursues their Gold Standard protocol - Excellence by Design. This external accreditation ensures the highest level of quality education. The school is currently engaged in a 7-year action research project with a focus on Global Advocacy.

ACS is also an active member of NESAA and is engaged in collaboration with many of the NESAA schools on common areas of interest.



Professional Development

ACS is committed to the ongoing growth and development of all employees. ACS has a Professional Learning Handbook that clearly outlines and describes the options and possibilities available for all staff to learn and grow. Every employee is expected to be, and supported in their efforts, to be engaged and involved in ongoing learning regardless of their roles or position.



Faculty

Faculty: ACS prioritizes to employ certified teachers which make up 97% of the teaching staff.

- 69% of the teaching staff have advanced degrees.
- There are 82 full-time and 5 part-time faculty members.
- The full-time faculty includes 50 U.S. citizens, 15 host-country nationals, and 22 others coming from a range of nationalities.
- There are 150 full time ACS employees.

Governance

The Board of Trustees is made up of 7 members. There are two categories of Board members:

Category #1: Official American

- ACO members who are U.S. Embassy Jordan employees.

Category #2: At Large

- All ACO members.



A strong Board of Trustees is crucial to the ongoing success and development of the school. The ACS Board of Trustees has three primary functions:

1. To appoint/evaluate the Superintendent
2. To review and establish policy
3. To oversee school finances

Members of the Board of Trustees are elected by the American Community Organization (ACO). Members of the ACO include parents of students at ACS and employees of ACS, per the laws and bylaws of the Ministry of Social Development which is the legal entity in which ACS operates as a non-profit. The members of the Board of Trustees serve on a volunteer basis and bring a wealth of experience in education, strategic development, budgeting, business, and finance.

Yearly training is expected of all board members and ongoing training and assessment of board effectiveness takes place on an annual basis.

Community

The school has a strong sense of community service where students, at all grade levels, regularly participate in programs supporting the local community and around the world. The ACS community is taken care of through the Wellness Program that creates opportunities to work hand-in-hand to set healthy goals and develop healthy habits. Most importantly, ACS promotes environmental awareness where students lead projects that take a step toward saving the environment, on and off campus.



Students

ACS students apply their knowledge and understanding to make a positive difference in the world.

ACS students demonstrate exemplary personal traits of:

Respect, Compassion & Integrity

- Students act with compassion and integrity while respecting the dignity of individuals and groups. They take responsibility for their own actions and are aware of how their actions impact others.

Global Advocacy

- Students appreciate the traditions of others and value their own culture. They apply their knowledge and understanding to advocate and act in the service of others and the environment.

Reflective Thinking

- Students give thoughtful consideration to their own learning and experiences. They proactively address problems, set goals, and take intellectual risks.

ACS students demonstrate habits of learning as:

Critical and Analytical Thinkers

- Students exercise initiative in applying thinking skills to recognize and approach complex problems and make reasoned, ethical decisions.

Creators & Innovators

- Students are intellectually curious and face new situations with openness and flexibility.

Effective Communicators and Collaborators

- Students confidently express ideas in a variety of ways, often in more than one language. They work effectively with others to solve problems and achieve common goals.



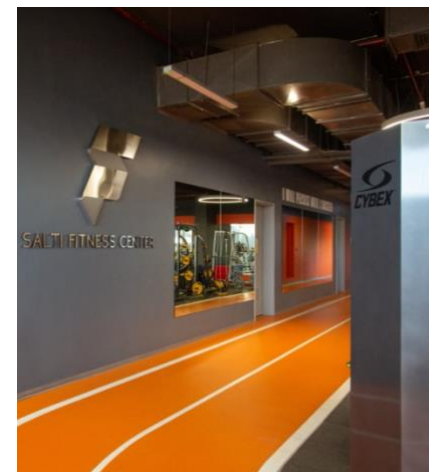
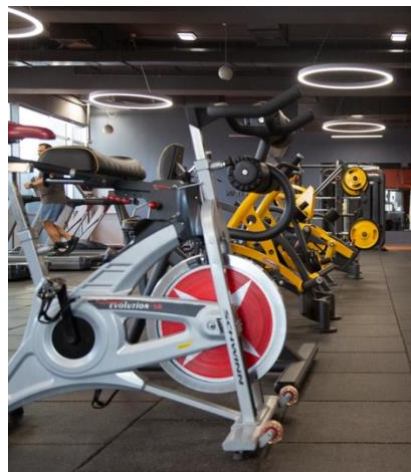
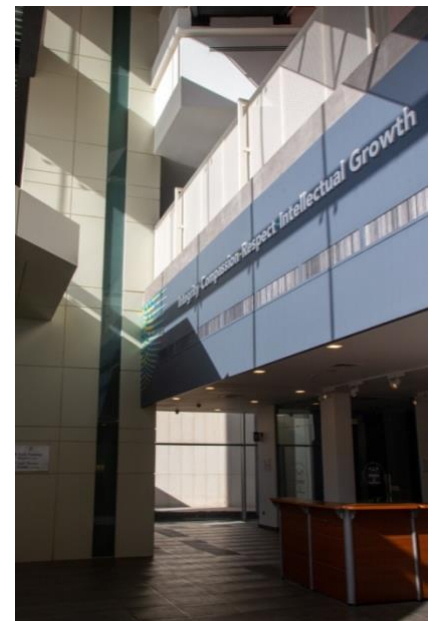
Campus

Facilities

The campus accommodates over 800 students with facilities that include over 70 classrooms, five purpose-built, state-of-the-art science laboratories, two computer laboratories, a sports and fine arts center, a playing field, a multi purpose indoor sports court, and facilities for art, drama and music education.

Auditorium and Natatorium

The ACS Auditorium and Natatorium consist of a semi-Olympic FINA regulation swimming pool, a 504-seat high-end theater with cutting edge technology, and a gymnasium/multipurpose space with an indoor running track.



Learning Commons

There are two Learning Commons spaces; one area for elementary students and the other for middle and high school students. The Learning Commons is the physical and virtual learning hub of the school where students and teachers alike hone their expertise alongside the school's leaders in curriculum, literacy, research, and technology. Building off of the metaphors described by educational futurist, David Thornburg, the Learning Commons at ACS Amman offers “cave” spaces for students seeking quiet, reflective, and independent learning opportunities; “watering holes” for formal and informal group study; and, “campfires” for larger expert-led instruction. In addition to housing the print and digital resources to feed the minds of ACS students, the Learning Commons provides an inviting cafe where food and beverages are available to nourish the bodies of their students.

Audio, Visual, and Technology

ACS maintains many spaces where students can congregate to share knowledge, work on projects, build and learn. These spaces include a maker space for each division, computer labs, photo and video studios and a drop in jam space in the Learning Commons. The goal of these spaces is to empower students to find innovative solutions to complex problems that benefit their global community.

Art

Students have access to traditional art resources including pottery, drawing, painting, printmaking, and some 3D formative materials. Students participate in local and international art shows to showcase their creations.

Cafeteria and Cafe

ACS has a cafeteria dining space for students, which is managed by an outside company. Nutritionists have tailor-made a menu that provides healthy, nutritious, quality meals for students. Students have a variety of hot and cold options to choose from daily.

In addition to the full-service cafeteria, the Learning Commons features a cafe that serves a variety of healthy sandwiches, salads, fruits, pastries, beverages, and snacks. Students can purchase items from the cafe throughout the day, during breaks, and at lunch.





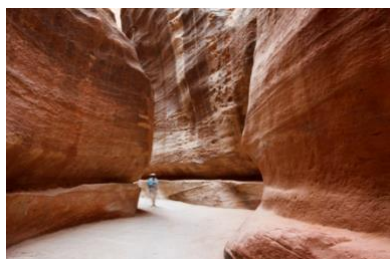
Location

The ACS campus is located in the heart of Amman and conveniently located near prime residential neighborhoods, bustling social life, and convenience of modern malls and hypermarkets.



City/State/Country Information

Most foreigners who live here consider Jordan to be one of the world's best-kept secrets. Although Amman has an ancient past, today it is a modern, cosmopolitan city noted for its safety and welcoming hospitality. English is widely spoken. The city and the country are easy to navigate, and ACS teachers regularly take advantage of the opportunities to explore the rich historical and cultural dimensions of the Kingdom, as well as travel to regional locations.



Though it has the conveniences of a modern city, Jordan is home to some of the world's greatest archeological and historic treasures. Each year, high school graduation is held in the historical Roman amphitheater in Jerash. The wonders of the ancient Nabatean city of Petra, and the beautiful desert of Wadi Rum where Lawrence of Arabia, The Martian, and other Hollywood greats were filmed, are only a few hours away.



One can visit several desert castles during a day trip or have a luxurious holiday at the Red Sea resort town of Aqaba for swimming, diving, snorkeling, or just relaxing. People can unwind in the same hot springs that King Herod visited, float in the Dead Sea (the lowest spot on Earth), or dine in one of Amman's many international restaurants. Amman is only a short direct flight to such unique cities as Istanbul, Dubai, Athens, London, Bangkok, New Delhi, Addis Ababa, Nairobi, and Vienna.



Jordan also remains as one of the top destinations in the world for medical tourism, as ranked by the World Bank. The country enjoys excellent medical infrastructure with medical personnel trained in the US and UK. Some of the staff have bought their family members here for medical procedures that otherwise would be extremely expensive in the US.



You can choose to explore Jordan's past or immerse yourself in the city's modern present.

You can play sports, work out in the fitness gym, or enjoy a few laps in the 25-meter swimming pool...right on campus! You can travel

with students as part of SAISA (www.saisaleague.org), service trips, or with your colleagues to annual NESAC conferences (www.nesacenter.org).

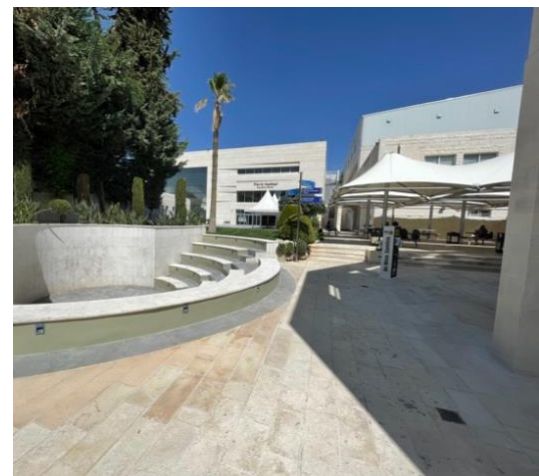
With all the various activities and opportunities, ACS offers, the staff enjoys living in one of the region's best-kept secrets!

Jordan has maintained its position as a peaceful country in a tough neighborhood. Jordan was recently ranked as the 22nd safest country in the world, according to the Gallup 2019 Law and Order study.

Their Majesties King Abdullah II and Queen Rania Abdullah are supported by Jordanians and respected by the international community. Jordanians are hospitable by nature and determined to keep the peaceful life to which they are accustomed.

Jordan has four distinct seasons. Fall brings beautiful comfortable weather with crisp, cool evenings. Winter is mild with the sun shining on most days but may occasionally snow. Spring comes alive with greenery and wildflowers, and one can always count on cool summer nights outdoors. Most importantly, you can enjoy clean unpolluted air in Amman and especially in neighboring cities that are a short drive from the capital.

Follow American Community School Amman to Learn More



Fast Facts

Year Established	1955
Accreditation Agency	Middle States Association
School type	Independent, non-profit day school
Language of Instruction	English
Total Enrollment	771
Elementary School Enrollment	376
Middle School Enrollment	180
High School Enrollment	215
Average % Home Country Nationals	25%
Student Nationalities	Approx. 40
Percentage of Annual Student Turnover	20%
Student to Teacher Ratio	1:20
Number of Faculty	87
Faculty Nationalities	11
Percentage of Annual Faculty Turnover	11-15%
Number of Board Trustees	7+1 US Ambassadors Representative
Tuition (2021 - 2022)	US\$ 16,000- US\$ 24,510
Annual Operating Budget	US\$ 18,000,000

Application Instructions

Effective Date: July 2023

Application Deadline: [October 22, 2021](#)

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for American Community School Amman Superintendent search. She will be assisted by members of the ISS Administrative Search Team.

Instructions for Former Candidates

If you have a previous account with ISS-Schrole Advantage or the ISS Admin Search Team and have not yet logged into ISS EDUrecruit here is the [link](#) to get started! You will need to use the email address associated with your ISS-Schrole Advantage account or your ISS Administrative Search account to access your new ISS EDUrecruit account. You will be prompted to update your password and accept the Terms and Conditions.

Once you are logged in, please select the following link to apply to this position:

[American Community School Amman Superintendent](#)

Instructions for New Candidates

If you are a new candidate to ISS, here is the [link](#) to register for an account so you can apply to this search. You are not required to pay for your profile in order to apply for this position. However, if you are interested in the \$75 candidate membership option, you can upgrade to a full membership at any time.

Once you are logged in, please select the following link to apply to this position:

[American Community School Amman Superintendent](#)

Instructions for ISS EDUrecruit Candidates

If you already have an ISS EDUrecruit account, [here](#) is the link to login.

Once you are logged in, please select the following link to apply to this position:

[American Community School Amman Superintendent](#)

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 apply as early as possible, as International Schools Services (ISS) and American Community School Amman reserve the right to close the selection process at any time.

Be sure to use our new contact details if you require any assistance via this handy [form](#) – and remember, we are here to help you with any questions.

* 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](#).