

## Leadership Posting

High School Principal  
Colegio Franklin D. Roosevelt  
The American School of Lima  
*Lima, Peru*

Application Deadline: September 27, 2024  
Start Date: June 30, 2025

## High School Principal Job Description

Colegio Roosevelt is a dynamic international American school community located in Lima, Peru, and includes an overall student community of over 1600 students. In 2024-25, approximately 445 students are enrolled in the High School grade levels (9th- 12th grades) overseen by the High School School Principal.

The High School Principal leads a leadership team of two associate principals and other learning leaders including a team of 4 counselors, year-level leaders, subject-level leaders, and specialists in Spanish, Art, Music, Technology, PE, Aquatics, Library, and Design. The High School course of study offers diploma paths for the Official Peruvian Program (OPP), the IB Diploma Programme, and the US High School Diploma. The High School is host to the Innovation Academy, IB, and an array of course electives for students to pursue their passions in learning, while building their unique high school experience for diploma opportunities, IB certificates, or a combination of courses for the Peruvian program or the US High School diploma.

The High School division serves 9th graders through 12th graders and hosts a robust faculty of experts across disciplines. Faculty serve as subject-level experts and advisers, eager to support students with their learning, as well as their pursuits in student life programs such as clubs, service, leadership and honor society programs. Colegio Roosevelt is known for the unique chemistry and interactions among students and teachers who interact to think critically about learning and knowledge and how to use the learning to achieve the school's mission of pursuing passions for learning, leading lives of integrity, and creating socially responsible solutions. More about the High School program is outlined on the [school's website](#), the [school profile page](#) and outlined in the [2024/2025 program guide](#).

### **Innovation Academy (IA)**

The High School is host to the internationally acclaimed Innovation Academy where, upon entering 9th grade, students have the opportunity to apply for entrance to the IA and join a cohort of students who will engage in a two-year focused learning program where students engage in a rigorous course of study that is paced by their pursuits and passions in subject matter related to relevant global issues and complemented with book studies, interviews, observations, and strategic connections. Year two Innovation Academy students prepare a culminating project and community presentation where they engage to demonstrate interdisciplinary connections through research and interviews and the use of multi-media platforms to conclude their exploration and learning.

### **The Global Citizenship Program (GCP)**

The Global Citizenship Program (GCP) is an EC-12th grade program where teachers and students partner in developing programs and projects that enhance the understanding that we are all part of a greater global world and therefore have the responsibility to contribute meaningfully locally or globally to advance society and contribute to socially responsible solutions to global issues. The School-wide GCP works to advance environmental awareness and green initiatives throughout the campus, and as students grow through the school their work becomes more specialized. In Middle School grade levels and clubs will contribute to local service programs for orphanages and senior assistance programs. In High School, students will continue service programs for campus projects and community programs, as well as lead independent study and support programs to specialized entities in the community for passion projects. Students at Colegio Roosevelt have been recognized consistently as Global Citizenship Award winners throughout Latin America for their leadership and service to the community at large. This in part is due to the alignment of GCP with the school's mission and values.

### **Inter-Class Competition (ICC)**

At Colegio Roosevelt, our students work hard to pursue their passions for learning, discover their talents and interests, and understand how to contribute to a world that is becoming increasingly interconnected. Part of this

learning means understanding how to rely on each other to reach goals and to find joy in a healthy competitive learning environment. At the start of each academic year, the graduating classes engage in a week-long fun and creative competition where classes earn points across a variety of activities that include visual art, performing arts, athletic games, strategic debate, and gaming to name a few. The competitions are centered on team spirit, time management, creativity, participation, and support across each collective class. All competitions are grounded in the spirit of core values and school mission, where winners not just collect winning points, but are also recognized for collaboration with other classes as role models and mentors. ICC is a long-standing tradition among thousands of Condor alumni. Winners ring the Roosevelt bell in the campus green and the year is off to an official start.

### **Counseling**

The Counseling Office is comprised of four counselors and administrative support staff to help make High School a positive, personal, and individualized experience. Colegio Roosevelt understands that High School is an age where students need to be encouraged to take learning risks, forge lasting relationships with friends and teachers, and expand their horizons to the world beyond the campus gates. This takes courage, confidence building, understanding, and empathy. The High School has invested in building the counseling program around the unique needs of adolescents so that each student grows in an environment where they are known, valued and supported through social and academic challenges. This expansive counseling program is designed to meet the needs of students and to know them well to help them transition successfully from Colegio Roosevelt to their post-secondary pursuits in gap years and university placement.

Student life in High School is busy and robust. Students are active in sports, the arts, and community service programs. A signature program in High School is Classroom Without Walls (CWW), where teachers and students travel one week off campus to partake in outdoor education and service projects locally in Lima or throughout Peru.

The current Principal has experienced 9 successful years at Colegio Roosevelt building teacher teams who collaborate with the Principal and Associate Principals and in building caring relationships with teachers, students, and families in a dynamic learning environment where expectations are clear for robust academic and student life offerings. The High School understands the adage, *'It takes a village'*.

### **SCHOOL HISTORY**

Colegio Roosevelt first opened its doors to students in 1946. Established by business persons in order to serve the needs of those in the community desiring a college preparatory American-style curriculum. Roosevelt has truly become one of the leading international schools in South America and the world. Roosevelt stays true to its American tradition and has changed over the years to support a population represented by international and local students.

Roosevelt is a non-profit school supported by tuition and fees. The school is accredited through Cognia, (formerly AdvancEd), the Peruvian Ministry of Education, and the International Baccalaureate Program. Roosevelt is a member of the American International School of the Americas (AMISA), SAAC, the Tri-Association, AAIE, and NAIS.

Colegio Roosevelt is guided by its Mission and Core Values, statements that strongly guide the educational efforts and the strategic objectives of academic life, student life, faculty life, and school life—impacting all stakeholders to be accountable to our school's belief statements and its foundations.

### **MISSION**

The mission of Colegio Franklin Delano Roosevelt is to empower its students to pursue their passion for learning, lead lives of integrity, and create socially responsible solutions.

### **CORE VALUES**

We believe that:

1. embracing **diversity** sustains and enriches life
2. **service** develops the individual and builds community
3. **experience** is the most profound source of learning
4. each person has the potential to **contribute**
5. individual **integrity** is fundamental to a healthy community
6. **choice** empowers
7. the survival of humanity depends on the health of the **environment**

Colegio Roosevelt has become well-known as the leading international school in Peru and among the top schools in South America. This reputation is earned each year through the quality of the staff members, the collaboration with parents and community members, a strong commitment to innovative educational practices, outstanding assessment results, growing student participation in athletics and activities, continued excellence in student matriculation to the best universities in the world and measured by the outstanding profile of our alumni who live and work around the globe.

The school boasts a beautiful campus and modern facilities complete with three libraries, a media center, a performing arts center, fab labs, Condor Plaza, an aquatics center, and indoor and outdoor athletic facilities. Colegio Roosevelt continues to advance its Master Facility Plan and will soon move the Middle School/High School library to the new media center in the Commons and break ground for a new High School facility. The role of the High School principal will be significant in helping the school transition from its current building which will be demolished, to a temporary camp of trailers (Camp Roosevelt) and eventually into a new and modern comprehensive building within the next few years. Though the project has been part of a comprehensive construction plan that has been years in the making, the High School principal will play a fundamental role in leading the transition plans from old spaces into new ones while settling the faculty and students into the use of a new environment. This move will be a significant backdrop for High School programming and have a positive impact on teaching and learning.

The Colegio Roosevelt campus is among the best, not just in Peru, but in South America. More information on Colegio Franklin Delano Roosevelt may be found on our website at [www.amersol.edu.pe](http://www.amersol.edu.pe).

## LIMA AND PERU

Lima is the capital city of Peru, located on the Pacific Coast in an unusual semi-arid desert. The climate is mild despite its tropical location. The city was founded in 1535 by Francisco Pizarro following the Spanish conquest of the Incas. The history and archaeology of Lima and Peru are fascinating with strong indigenous influences blending with the Spanish traditions and culture.

Today, Lima boasts over 10 million inhabitants and has become a bustling Latin American city complete with all of the opportunities of a modern global center of business and commerce.

The arts scene is alive and thriving, with museums and galleries throughout the city. Peruvian cuisine is among the top in the world and makes for unlimited possibilities for dining and cooking.

Sprinkled throughout the city are ancient ruins from the time of the Incas. Lima is an international city with tourists from around the world who come to visit Peru's shores, deserts, mountains, and jungles. There is plenty of adventure for hikers, cyclists, runners, surfers and shoppers.

## THE STUDENTS WE SERVE

Our Condors are like no other; confident and curious, and love their school. Given Colegio Roosevelt's expansive campus and resources, dedicated professional faculty and staff, diligent operations team, and positive parent

partnerships. Our students enter campus believing they can achieve anything! What sets our students apart? They are vibrant and energetic, inquisitive and fun. Condors are articulate, love reading, enjoy meeting others, and learn at a young age to bring ideas to the table. Condors are nurtured in a learning environment to be 'upstanders'; taking risks and employing courage to do what is right, and embracing teachable moments when needing guidance and reminders.

Condors are busy! They enjoy learning, reading, group work, and expressing themselves as contributors to our community. They like the arts, enjoy the stage, are athletic, and like the outdoors. Our students embrace Colegio Roosevelt as a home away from home and therefore know and value the adults in their day and also enjoy seeing their families partake and partner with us through activities, events, and volunteer roles.

## **WHAT'S AHEAD FOR THE HIGH SCHOOL DIVISION**

What's next for our High School students? The elementary and middle school divisions have adopted a standards-based assessment and reporting system and the introduction of transdisciplinary skills, The school's learning principles are rooted in the belief that students can be active participants in the learning experience and build new thinking from classroom learning. High School has a strong and robust program, but with the horizon of a new facility, and a transition to new leadership, the questions that are arising center on students and how the academic program continues to evolve in inspiring them to pursue their passions for learning. This entails considerations around electives, amplified departmental options and the course of study, and a thorough scheduling and staffing analysis and partnership with stakeholders, parents, and most especially students.

Essential questions we are beginning to pose for the future of our High school

- How can the subject area course be developed with an interdisciplinary approach to teaching and learning?
- How can students play a role in designing a rigorous and unique course of study that is college-ready and internationally competitive?
- How are we reaching all learners and how do we demonstrate a learner's ability to think critically?
- How can we design learning to demonstrate and develop deep thinking?
- What differentiates our High School program from all others in ways that are mission-aligned and meaningful to the development of our young adults?
- How do we demonstrate and measure our core values day to day, and in the work of our students?
- How will we ensure our work is communicated cohesively and clearly to all members of our community?
- Where is there an opportunity to redesign learning time and space for innovation and new ideas in teaching and learning?
- How do we build a cohesive faculty community with shared goals and celebrate shared outcomes within subject-level departments and across the departments?
- What does innovation look like for High School learning and the use of time and space?
- How will a new facility serve the subject levels to design new learning opportunities?

## **WHO IS THE NEXT HIGH SCHOOL PRINCIPAL OF COLEGIO ROOSEVELT?**

The profile of the Colegio Roosevelt High School Principal is robust. We seek someone who has had a successful experience with and can speak to why and how it is essential that a High School Principal embraces, supports, and advocates for:

- Students first (happiness, safety, well-being and partnership)
- Building dynamic interdisciplinary teams who are inspired by student potential and embrace being learners themselves.
- Coaching all members of the High School community to embrace shared accountability to the contribution toward institutional goals and strategic initiatives reaching beyond the division but reaching school-wide; for High School, this means understanding how to build the culminating FDR experience from the readiness

of emerging ES and MS students.

- Empowering faculty to assume leadership to achieve goals and celebrate outcomes.
- Shared and distributive leadership with division leaders-associate principals and counselors.
- Cultural appreciation and building bridges with parents as partners for student-centered learning.
- School policies and procedures, resources, and complex budgets.
- Shared accountability systems.
- Storytelling about division life, student achievement, and teacher excellence.
- Visionary ideas and programs.

### **WHAT EXPERIENCES AND QUALIFICATIONS WILL THE NEXT HIGH SCHOOL PRINCIPAL BRING?**

The next High School Principal will:

- have leadership experience at the High School level, preferably in an American, international school. Though not required, it is beneficial for the candidate to have experience in the AMISA region.
- have teaching and curriculum experience.
- Have experience in faculty reflection and growth programs, and understand how important it is to empower faculty to partner in the development of a dynamic learning environment for student engagement and success.
- have earned at least a Master's degree in related fields in educational leadership from an accredited college/university.
- have a proven track record and experience in building positive relationships across all stakeholders.
- demonstrate strong communication and articulation skills.
- provide professional recommendations from direct supervisors and heads of school.
- possess the ability to be resilient and flexible, creative and innovative.
- communicate with clarity and precision.
- Appreciate the role of child development in the planning and development of the academic program and student life activities.
- collaborate with teachers and students when implementing new ideas.
- network internationally to exchange new ideas with colleagues and bring ideas to FDR.
- Be organized and possess attention to detail in relationship building and communication.

### **Application Deadlines and Details**

\*\*You must have an active AMISA, ISS, and/or Search account and profile.

- Applications are due by **Friday, September 27, 2024**
- **Tentative** Site visits will be scheduled for the week of October 21 with a decision date no later than November 1.
- Complete Applications will include a cover letter, resume, educational philosophy, names, and contact information of three (3) professional references from supervisors and heads of school.
- You must have an active file with AMISA, Search, and/or ISS for your application to be considered.
- Please send your application in PDF to [staffingdirector@amersol.edu.pe](mailto:staffingdirector@amersol.edu.pe)