

Leadership Search



Head of School Dar Essalam American School

Rabat, Morocco

Application Deadline: May 1, 2023

Start Date: August 1, 2023 (or later
for a well-qualified candidate)

Introduction to Dar Essalam American School

Dar Essalam American School (DAS) is an independent, English-medium, Pre-Kindergarten to Grade 9 international school in Rabat, Morocco, with the goal of providing a high-quality education to a diverse student body. Grades 10 to 12 will be added in subsequent years. The School has partnered with Lumo Education and International Schools Services (ISS) to develop an innovative curriculum that draws from the best of Finnish and American pedagogy and curricula to deliver a student-centered, enriching, and challenging program that prepares students for lifelong success.

The parent company is a private Moroccan holding company that supports economic and social development in Morocco through impact-driven and job-creating investments. It draws on substantial resources to design and build a world-class campus with state-of-the-art athletic, visual, performing arts facilities, a black box theater, innovative technology and design thinking spaces, a maker space, and abundant green areas. The school opened in September 2022.

Vision & Mission

Mission

Dar Essalam American School is an inclusive learning community founded on a pioneering hybrid of Finnish and American curricula and pedagogical approaches, and Moroccan values and culture, which is designed to bridge the future of young minds to global thinking and innovation.

Vision

Our vision is to prepare and motivate our students by instilling in them critical thinking skills, respectful collaboration, and a desire to pursue our core values of creativity and caring for the people and the world around them.

Our Values

The 5Cs are critical values that are interconnected with our instructional objectives and help form our transdisciplinary curriculum. From our youngest learners to those pursuing a rigorous internationally-minded programme of studies in 11th and 12th grade, we are bringing together the values of Critical Thinking, Caring, Collaboration, Creativity, and Communication. Learning experiences will touch each of these skills areas, preparing students for the needs in our 21st century world.



Founder

With over 20 schools and more than 10,000 students currently enrolled, Education Development Company (EDC) is the leading provider of private education in Morocco. As an institutional operator, EDC is committed to further developing the education sector to bring it in line with global best practices using good governance, a sound organizational structure, as well as the creation of specialized entities and boards.

Drawing on more than sixty years of experience in Casablanca, the group has gradually expanded its presence to include the Kingdom's main cities (Rabat, Tangier, El Jadida, Khouribga, Safi, Youssoufia), with the aim of strengthening its network of schools nationwide in the short and medium term, and then throughout Francophone Africa over the long term.

Governance

DAS is governed by a five-member Bord of Directors with membership that includes representatives from both International Schools Services and Lumo Education.

Administration

The school is structured with Early Years (Pre-K3&4 and KG), Elementary School (Grade 1 to Grade 5), Middle School (Grades 6 to 8), and High School (Grades 9-12). Senior leadership includes the Head of School, and Elementary and Secondary Principals.

Accreditation

DAS is completing its application for candidacy status with New England Association of Schools and Colleges (NEASC) with expected accreditation in its fourth year of operation.

Academic Calendar

The school operates on a typical North American calendar which runs from late August to June each academic year.

Curriculum & Academic Program

The curriculum has been collaboratively developed by Lumo-ISS and is based on American standards and enhanced with Finnish outcomes for Pre-Kinder to Grade 10. Additionally, the school will prepare to deliver a rigorous internationally-minded program of studies in 11th and 12th grade. The American Common Core Standards are used as a basis for the school's curriculum which is delivered through the highly successful Finnish pedagogical approach.

The Pre-K to Grade 12 curriculum is built from horizontally and vertically aligned standards, the same set of standards to ensure a cohesive learning journey and high academic achievement. The curriculum has been developed for the whole child with learning goals focused on the development of each child's conceptual learning, competency learning, and skills development. Following a standards-based curriculum, the learning objectives identify what is most meaningful and helpful for students to learn at each developmental stage or age. Students explore inquiry-based projects to identify personal goals and interests that are aligned with the expected academic goals. This takes place through explicit and individualized instruction, independent study, collaborative team studies and expeditions, and class field trips that engage the local Moroccan community. The college preparatory program will meet those specifically required by higher education institutions in the United States and other international destinations.

Finnish American Program

The educational program is a unique blend of American and Finnish curricula and pedagogical approaches. By combining the best pedagogy, protocols, and practices together with all stakeholders involved in the child's learning, we ensure the authenticity and student centeredness in education. Individualized learning supports the student's skill development, academic progress, and holistic well-being.

The following diagram graphically represents the student experience at Dar Essalam American School:

Knowledge Application - Skill Development - Joy of Learning - Holistic Wellbeing



What makes a Lumo-ISS school?

Lumo Education is an innovative company that is bringing the best of the Finnish educational success to the international school market. International Schools Services (ISS) brings over six decades of experience including start-ups and top-quality management to international schools across the globe. ISS is about Making a World of Difference.

The Lumo-ISS partnership creates a synergy in education that is the first of its kind in the world, culminating in a unique Finnish American learning experience. We believe in fostering best practices, honoring the unique cultures and communities which we serve, building meaningful human connections, and incorporating approaches that lead to excellence in a world-class education.



DAS is the first Lumo-ISS international school and is distinguished by its commitment to :

- A Student-Centered Culture - From inquiry-based teaching to personalized learning, from student-centered policies to standards-based curricula, the school is committed to helping each student succeed.
- Global Citizenship - Students are prepared to become responsible leaders through inclusive classrooms, multi-language acquisition, service-learning programs, community engagement opportunities, and global initiatives. The school cultivates diverse perspectives and models respect for them.
- Professional Learning - The school supports professional learning opportunities for the whole community, and faculty and staff generously share their knowledge and expertise with their colleagues and the broader educational community.
- Innovation and Creativity - Students embrace creativity and innovation through design thinking, STEAM, entrepreneurship, and the arts. Teachers leverage contemporary pedagogies, and the school promotes a culture where innovation can spark high interest and engagement.
- Financial Health - Fiscal responsibility and sustainable growth are fostered through solid financial policies and procedures, long-term capital expenditure planning, and strategic investments in staffing and infrastructure.
- Social Emotional Learning - Caring teachers, student support services, social emotional learning programs, and safety and security protocols ensure the well-being of the whole child.
- Agile Learning Environments - The learning environment is thoughtfully designed to support pedagogy, with flexible learning spaces, vibrant co-curricular venues, and well-supplied classrooms that support student learning.
- Multilingualism – While English is the medium of instruction, high quality teaching in French and Arabic are foundational elements of the school to ensure students will thrive in Morocco and around the globe.

School Culture



Students

DAS is designed for families and students who desire a private school education with an innovative international-style educational program that draws from the best of the Finnish and American educational systems. Additionally, families seek the kind of amenities at the school that allows their children to choose opportunities such as athletics, fine arts, clubs and more. Students are drawn from Rabat within a 25-km radius of the school location. They come from families of the expatriate and Moroccan professional population who seek a high-quality educational program that allow greater choice of post-secondary opportunities outside of Morocco for their children.

Faculty

DAS faculty are drawn from several countries around the world including Morocco, Finland, the US, the UK, Australia, Colombia and Canada. It is required that all teachers be certified to teach their school division or content area. The faculty's pedagogical staff is supported by Principals and professional development and quality assurance specialists from ISS and Lumo both remotely and on-site. DAS is committed to hiring experienced, certified and talented instructors in Math, English, Science, and Social Studies as well Life X-perience, music, physical education and well-being, visual arts, and makerspace and design thinking. DAS is committed to strong Arabic and French curricula that is taught by experienced Arab and French language teachers.

Facilities

Dar Essalam American School has facilities to accommodate and help students thrive. The school provides quality facilities to support and enhance education and co-curricular activities. They include a full-size soccer pitch, makerspace, black box theater, science labs, music and practice rooms, pool, weight room, library media center, Life X-perience lab, gymnasium, fully equipped playgrounds, and more.



Location

DAS is conveniently located in the upscale Hay Riad district of Rabat and is only minutes from downtown.

Boarding Program

DAS's boarding program will most likely commence in 2024 and accommodate secondary Moroccan students from outside of Rabat and students from other countries. This is an attempt to build diversity in the school and expose day students to other cultures in keeping with its international identity. A critical factor in the planning of the boarding program will be the integration of the Secondary boarding students with the Secondary day students into one cohesive community. The boarding program will follow the elements of a rich, comprehensive design reflecting best boarding practices in staffing, curriculum, policies, facilities, and marketing. The boarding curriculum will include life skills, character education, and leadership skills

What is the connection between Lumo-ISS and DAS?

International Schools Services and Lumo Education have been working closely with EDC and the school leadership since July 2020 in the areas of curriculum development, recruiting, staff training, governance, and facilities and organizational development. ISS provides access to, and development of, curriculum using the Atlas Rubicon curriculum mapping software. Additional development of instructional practices and pedagogy is also supported by Lumo-ISS. In addition to conducting the search for this Head of School position, Lumo-ISS supports the school in hiring teachers for DAS.

Fast Facts

Year Established	2022
Accreditation Agency	NEASC (application pending)
School type	Private, Day, Co-ed, Pre-K3 to Grade 10
Language of Instruction	English
Total Enrollment (2023)	35
Early Years class size	16 (at capacity)
Grades 1-2 class size	18 (at capacity)
Grades 3-5 class size	18 (at capacity)
Grades 6-8 class size	20 (at capacity)
Grades 9-12 class size	22 (at capacity)
Student age range	3-18
Student/Teacher Ratio	1:1 (current)
Number of Faculty	30
Faculty nationalities	Finnish. American. Moroccan, British, Australian, Canadian
Tuition (2023-24)	\$6,800 - \$ 18.500 USD

Head of School Job Description

Position: Head of School

Reports To: DAS Board Chair and ISS Senior Leadership Executive

Working Relationships: Management Team, Leadership Team, Faculty

Overview

Dar Essalam American School (DAS) is seeking a proven leader who will support the continued emergence of a positive school culture that upholds the key elements of the educational program and promotes DAS in the community as a truly innovative international school.

The Head of School shall be a native English speaker whose qualifications include professional assignments as an administrator in international schools. The Head of School shall be appointed by the Board of Directors. The Head of School shall attend and participate in the meetings of the Board of Directors as a non-voting member. The Head of School shall meet the requirements to fill the position as prescribed by Lumo-ISS.

Description

The Head of School is responsible for the effective general management of the school, for ensuring the provision of academic leadership and strategic vision, and for the quality of the student experience. The Head of School is responsible for proposing an annual budget and submitting it to the Board of Directors for review and approval. In addition, the Head of School is responsible for monitoring the budget and ensuring that resources are allocated per the approved budget. The Head of School is responsible for ensuring the school is in compliance with all the local laws and regulations and with the requirements of the school's accrediting agency (NEASC) and any authorization requirements.

Responsibilities

Strategic and Budgetary Planning

- Developing a strategic plan for the School, in consultation with the Board of Directors, including the preparation of a staffing and resource plan
- Engaging the staff of the school in compiling and implementing the school's plan
- Reviewing the performance of the school in terms of its objectives as stated in its strategic plan and in its staffing and resource plan
- Having responsibility for all financial matters, including financial planning and sustainability, resource allocation, the identification of new sources of income, the monitoring of expenditure to ensure that it is within appropriate levels, ensuring the linking of resource allocation to strategic and operational planning
- Managing and monitoring of the implementation of the budget

Educational Leadership and Planning

- Assume leadership of the educational leadership team to meet regularly, analyze the needs of the school, and address the needs of the school systematically
- Develop an educational improvement plan, along with the Chair, Superintendent, and educational leaders, including the preparation of a staffing and resource plan

- Engage the educational leadership of the school in compiling and implementing the school's plan in accordance with the recommendations of ministry, accrediting bodies, and relevant consultants
- Monitor and improve the performance of the school in terms of its objectives as stated in its educational improvement plan
- Supervise and evaluate the educational leadership team members to build capacity for sustained effective leadership of school improvement

Staffing

- Leading educational staffing and leadership/teacher recruitment efforts in collaboration with HR and Principals
- Creating a supportive working environment for all staff in the school and fostering their career development
- Ensuring that staff performance reviews are completed in a timely manner
- Allocating duties to staff within the school and the management of staff in accordance with policies and procedures
- Handling grievance procedures for staff except where a grievance is against the Head of School
- Managing relevant disciplinary procedures for both staff and students

Teaching and Learning

- Taking overall responsibility for the adoption, alignment, and management of the school's program of teaching and learning
- Ensuring the effective delivery of high-quality teaching and the maintenance of academic standards
- Promoting a culture of learning that is directed to student needs and holistic well-being
- Collaborating closely with the school's Principals (substitute protocols, pedagogical issues, structures, etc.)
- Assuring that the school maintains good standing with its accreditation agency and the International Baccalaureate
- Fostering interdisciplinary collaboration both within the school and with other schools and regional organizations
- Promoting excellence and improvement in all matters of teaching and learning
- Ensuring the regular review, evaluation and development of programs offered by the school

General

- Representing the school both internally and externally
- Implement a high-quality boarding program that fosters physical, social-emotional, academic, and intellectual development of all students
- Managing and encouraging an information flow to staff, parents, and students in the school community
- Ensuring the effective operation of the school in accordance with approved governance procedures
- Overseeing the general management and maintenance of the school's physical facilities and equipment, including the allocation of rooms and other space

- Having overall responsibility for ensuring that the school complies with legal requirements and related policies
- Implementing decisions of the Board of Directors and supplying information in accordance with board policy
- Prepare an annual report for the Board of Directors
- Other duties as may be assigned by the Board of Directors

Qualifications and Experience

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

Personal Attributes & Skills

- Student-centered: Connects with and knows his/her students, interested in their aspirations
- International mindedness
- Unimpeachable integrity
- Visionary and strategically minded thinker
- Community-minded and a community-builder
- Strong educational leadership and deep understanding of teacher empowerment
- Managerial expertise
- Systems thinker
- Personal qualities of warmth, transparency and approachability, empathy, charismatic visibility, resilience, etc.
- Governance experience
- Outstanding communicator verbally and in writing
- Financial acumen
- Adept at high quality staff recruitment, development, and retention
- Fluency or proficiency in French and/or Arabic language beneficial

Salary & Benefits

Salary will be competitive and depend upon the qualifications and experience of the successful candidate. Benefits include a housing allowance, annual flights to home of record, a relocation allowance, vehicle, phone and laptop, retirement, medical insurance, and free tuition at DAS for dependent children. While the initial contract will be for a period of three years, it is the hope and expectation of the Board of Directors that at the end of that time it will be mutually desirable to extend it.

Application Instructions

Effective Date: August 1, 2023 (or later for a well-qualified candidate)

Application Deadline: May 15, 2023

ISS Senior Leadership Executive, Mr. Michael Lees, and Lumo Education Chief Executive Officer, Aki Halko, will serve as the lead consultants for the Dar Essalam American School's Head of School search. They will be assisted by Ms. Rebecca Krisulevich and other members of the ISS staff.

In one PDF document, please submit the following to rkrisulevich@iss.edu:

1. Formal letter of interest specific to this position (no longer than two pages),
2. Recent, updated curriculum vitae/resume (preferably without photo),
3. Up-to-date list of references including contact information

You will be contacted regarding the next steps to follow for consideration.

Applicants are asked to submit their letter of interest, references, and CV (in one PDF document) and complete all necessary application steps as early as possible, as Lumo-ISS and DAS reserve the right to close the selection process at any time if an ideal candidate is found before the deadline.