

## Leadership Search



**Uruguayan  
American  
School**

Secondary School Principal  
Uruguayan American School  
*Montevideo, Uruguay*

Application Deadline: November 12, 2021  
Start Date: July 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](http://www.iss.edu/services/administrative-recruitment)

## Position Overview

The Uruguayan American School is looking for a visionary learning leader for our Secondary School program to begin in July 2022. The ideal candidate will be interested in and capable of nurturing and advancing the effective programs and practices already in place, while also introducing innovative new directions for the division.

## Academic & Professional Qualifications

Master's degree or higher in educational leadership, education, curriculum and instruction or related field.

## Duties & Responsibilities

The primary responsibility of the principal is to provide leadership by serving as a senior learning leader and chief administrative officer of the secondary school. The principal is responsible for developing, implementing, and monitoring instructional programs that are consistent with the school's mission, vision, and core values and that reflect the needs of our students. The principal also provides for the operation of the division's facilities and for the coordination of faculty and student activities. In collaboration with the academic and operational leadership teams, faculty and staff, students, parents and the broader community, the principal establishes an environment in which all students have access to exceptional and diverse academic programs and opportunities as well as appropriate care for their social-emotional and learning needs.

## Skills, Experience, & Attributes Sought

- Prior secondary school administrative experience
- Dynamic, collaborative leader with a proven record of effective leadership and management
- Knowledge of current best practices in instruction, curriculum, adolescent learning, and SEL.
- Experience with the IB Diploma program
- Commitment to balancing academic rigor with students' social-emotional needs and growth
- Effective facilitator of adult learning and leader of professional development
- Impeccable written and oral communication skills and presentation skills
- Experience living in a multi-cultural environment and working with a diverse community
- Spanish speaker is a plus

## Salary & Benefits

Salary is highly competitive and commensurate with responsibilities of the position.

Benefits include:

- International health insurance
- Matched savings plan
- Housing allowance
- Shipping allowance for arrival & departure
- Relocation allowance
- School-assigned vehicle
- Tuition waiver for dependents
- Annual home leave airfare

Application instructions found on the final page of this announcement.

## The School

The Uruguayan American School (UAS) is a private, non-profit, college preparatory school enrolling approximately 330 international and host country students in Nursery through Grade 12. The Secondary School is comprised of Grades 6 through 12.



## Mission & Vision

### Mission

The Uruguayan American School is a multicultural, academically challenging learning community that prepares students to be responsible global citizens and lifelong learners through U.S., international and Uruguayan curricula.



### Vision

A multicultural community committed to fostering global citizenship and providing a premier education.



## Overview

### History

The Uruguayan American School was founded in 1958 by a group of Uruguayan and U.S. citizens residing in Montevideo. Their goal was to promote an intercultural understanding between Uruguay and the United States and to provide a U.S.-style education in Uruguay which included the curricular programs of both countries.



In the early days, most students were U.S. citizens or Uruguayans whose parents chose this kind of education for their children. Over the years, as the school grew and added programs, the student body became more international. Nowadays about half of the students are from countries other than the United States and Uruguay. There are approximately 30 nationalities represented in our student body.



UAS offers a unique educational program unlike any other school in Uruguay. The school caters to both international and Uruguayan families by providing a U.S.-based and IB curriculum taught entirely in English and a Uruguayan curriculum for students who plan to attend a university in South America.



## Curriculum

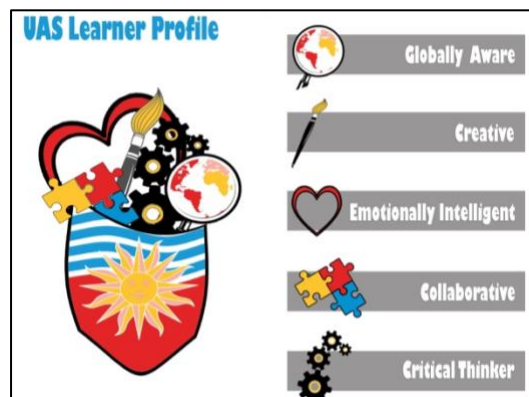
UAS offers three accredited programs of study. We are fully accredited by the New England Association of Schools and Colleges and by the Uruguayan Ministry of Education’s Secondary School Education Council (ANEP-CODICEN) and Elementary School Education Council (ANEP-CEIP). UAS is also certified to offer the International Baccalaureate (IB) Diploma Program. UAS students can earn up to three diplomas: a U.S. high school diploma, an Uruguayan high school diploma, and an IB diploma. These three different programs enable the school to meet its mission of preparing students for university studies in the United States, South America, Europe and many other countries. All students are required to meet the requirements for the U.S. diploma; the vast majority of students complete two diplomas; and many are awarded all three.

At UAS we believe that in addition to impeccable reading, writing and math skills and technological fluency, “soft skills” or personal qualities are equally important for students to achieve their dreams. Our program strikes a balance between teaching academic content and skills and fostering the dispositions or competencies that will ensure students’ success in the 21st century.

The UAS Learner Profile, created with the input of students, teachers, and parents, identifies the dispositions or “soft skills” that UAS instills in students. It informs our programs, practices, and instruction and prepares the student for success today and beyond graduation.

At UAS we believe students have compelling ideas worth sharing and debating. In the classroom, teachers provide ample opportunities for students to develop their unique voices and to engage with “real world” global, cultural, social and ethical issues. Outside the classroom, UAS offers an array of programs, clubs and athletic teams that allow students to strengthen their leadership, problem solving and teamwork skills.

Ultimately, our goal is that each student leaves UAS as a globally aware, creative, emotionally intelligent, collaborative critical thinker equipped with the academic and technology skills to successfully pursue their goals.



## Technology

UAS embraces responsible, learning-centered use of technology at school and meaningfully integrates technology into classroom instruction.

We believe instructional technology can create deeper learning experiences, promote student engagement and participation in the learning process, facilitate collaboration and communication, and provide greater access to information and resources.

UAS students are taught to be independent, ethical users of technology and to contribute positively to the virtual community as creators and not just consumers. Students communicate and collaborate with classmates and students and professionals in different countries through the Google Apps for Education suite. They learn design principles and develop creativity through programming, coding, robotics, and graphic design.

Beginning in Grade 9, students are required to bring their own laptops to school. While not required, the majority of Middle School students choose to bring their own laptops. Teachers may request a mobile laptop and iPad cart for their classroom to incorporate into specific lessons or projects. In addition, students and teachers have access in the computer lab and at work stations in the library and flexible learning spaces.

## Campus

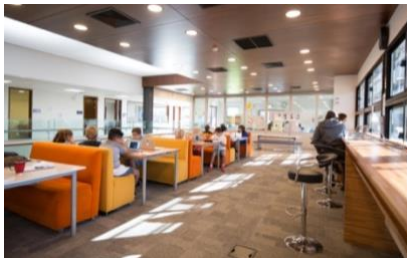
Located in the lovely neighborhood of Carrasco, the school is situated on a 3-hectare campus and occupies 7,100 square meters of building space from the Nursery through Secondary School programs. Elementary and Secondary occupy distinct wings of the campus. All classrooms are air-conditioned and equipped with Smart Boards. The campus includes a 24,000 volume library, 3 science laboratories, a brand-new Design Lab with a 3D printer and laser cutter, a computer lab, a music room, a drama room, an auditorium, a full-service indoor cafeteria with additional outdoor terrace seating, and two full-size gymnasiums, which include a fully-equipped weight room and locker rooms. The second Gymnasium has just been completed and will open in October 2021. The outside facilities include a soccer field, two mini soccer fields, 3 playground areas, and a student garden. UAS also has an infirmary with a full-time Nurse on campus.



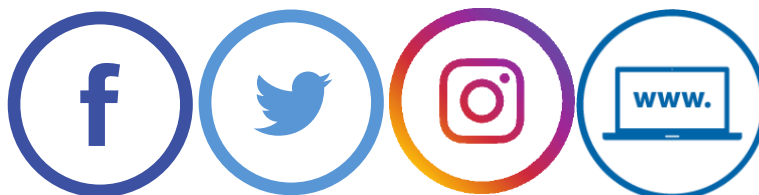
In 2016 UAS added two large, 250-square meter flexible learning spaces in the Secondary School. The center of each space is carpeted and features colorful and comfortable seating options, such as modular couches and booth seats, and long wooden countertops for individual student work stations. The carpeted spaces are flanked by open areas furnished with computer workstations, adjustable height tables, and a small bleacher. The furniture can be moved easily and broken apart to allow for a wide variety of configurations. At the far end of each flexible space is a small classroom separated by a retractable glass wall, which opens to increase the flexible space or closes to create a small traditional classroom. The flexible learning spaces contain a high density of internet connections and charging stations.

### Location

UAS is located in a residential suburb of Uruguay's capital city Montevideo. The city has approximately 1.4 million habitants, but its distinct neighborhoods and tree-lined streets give it a "small city feel." Most teachers live less than 10 minutes by car to the Rio de la Plata, many live within blocks of it. On weekends, The Rambla—a 30-kilometer promenade running along the river—is typically filled with runners, walkers, bikers, and sunset watchers. Besides Montevideo, the beaches of Punta del Este and the UNESCO world heritage site Colonia de Sacramento make for enjoyable day trips or weekend getaways. Overall, Uruguay offers a wonderful quality of life for families and active people.



Follow Uruguayan American School to Learn More



## Fast Facts

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Year Established	1958
Accreditation Agency	NEASC
School type	Co-educational, non-profit, private, non-denominational, day school, Nursery to Grade 12
Language of Instruction	English
Total Enrollment	331
Lower School Enrollment	143
Middle School Enrollment	80
Upper School Enrollment	108
Student Age Range	3 - 18
Average % Home Country Nationals	24%
Student Nationalities	28 nationalities represented with the two largest being the U.S. (26%), and Uruguayan (23%)
Percentage of Annual Student Turnover	15 – 18%
Number of Faculty	54
Number of Secondary School Faculty	34
Faculty Nationalities	18 U.S. citizens, 33 host-country nationals, and 8 third-country nationals

## Application Instructions

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Effective Date: July 2022

Application Deadline: [November 12, 2021](#)

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for Uruguayan American School Secondary Principal 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:

[Uruguayan American School Secondary Principal](#)

### **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:

[Uruguayan American School Secondary Principal](#)

### **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:

[Uruguayan American School Secondary Principal](#)

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 Uruguayan American School 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. You can read more about our commitments [here](#).