

Leadership Search



AMERICAN
SCHOOL
OF PARIS



Head of School
American School of Paris (ASP)
Saint-Cloud, France

Application Deadline: April 3, 2023
Start Date: July 2024

The American School of Paris (ASP), an independent not-for-profit educational institution serving a diverse international community, seeks a mission-driven leader who is a visionary educator and an accomplished executive to lead ASP into its next phase and continue to enhance its standing as the best international school in Paris.

School Overview

The first K-12 American international school in Europe, the American School of Paris was established in 1946 to educate the children of American diplomats and professional expatriates who had arrived in Paris in the years immediately following World War II. In 1967, the school relocated to its current home in Saint-Cloud to accommodate a rising student body and expanded resources. In its earliest years, ASP enrolled primarily American children; today, its diverse student body of 844 represents more than 60 nationalities speaking 30 languages.

ASP successfully acquired ownership of its campus in 2011 and thereafter initiated a comprehensive master-building plan. In 2018, the school opened a magnificent new Upper School building, a new Lower School cafeteria/function space, a refurbished Lower School wing, an Arts Link (including fine arts, music, and a black box theater), and the Middle School STEAM/Innovation Lab, maker spaces, and new classrooms.

As a leader in teaching and learning among international schools, ASP sets itself apart with an impressive combination of academics and co-curricular programs, arts and athletics, and a strong commitment to environmental stewardship and serving communities in need. ASP's inclusive international community has access to a wealth of learning opportunities and resources available in Paris, one of the world's most attractive and cultured cities.

ASP is highly regarded as a well-established academic institution in a compassionate, supportive, and familial environment where students are challenged to thrive personally and academically. As a founding school of the International Baccalaureate (IB), ASP has been offering the IB Diploma to Upper School students, including the IB Bilingual Diploma, for over three decades. The institution is one of the few schools in Europe to offer Advanced Placement (AP) courses in addition to the IB, thus providing a highly diverse and personalized curriculum that focuses on the interests and needs of the individual student.

ASP learners follow a rigorous college-preparatory program that draws upon the best aspects of American and international educational practices ensuring that students are well prepared for university and life beyond.

The Head of School Position

As the school's Chief Executive Officer, the Head of School reports to the Board of Trustees and leads the school's overall management and instructional leadership. The future Head of School is responsible for ensuring that ASP maintains and enhances its position as the leading international school in Paris. The Head illuminates the school's long-term vision and ensures implementation of a progressive academic program, sustainable financial and operational viability, and the recruitment and development of talent. In collaboration with the Board, the Head is responsible for creating and executing a long-term strategy. The future Head will be expected to lead with empathy, manage with courage, make difficult decisions, and cultivate a welcoming, diverse, and joyous community.

Essential Duties

The school's mission, *"The American School of Paris is a vibrant, international, family-oriented community. Our mission is to inspire and prepare every student to achieve personal and academic excellence as an engaged global citizen by providing a challenging, innovative program within a compassionate environment"*, will motivate and guide the next Head as they lead to:

- Design and implement strategy and financial/business planning, thinking critically about how the institution manages its yearly and long-term budgets to fund the educational offerings that ensure the fulfillment of the school's mission and investments.
- Develop a new strategic plan and implement the approved sustainable business strategy.
- Ensure sound and streamlined organizational processes, structures, and practices that will endure beyond the tenure of any one leader.
- Oversee the institution wide administration of compliance with French law, risk management, and other organizational priorities.
- Promote and model a growth mindset that encourages high expectations, achievement of professional goals, and accountability for the administration and faculty to continuously seek out innovative curricula, pedagogy, and educational technologies.
- Lead a dynamic and diverse workforce by attracting, developing, and retaining talent that matches the high standards and competencies of a world-class international school.
- Provide educational leadership and build a strong senior leadership team to develop and continuously improve the educational program and activities offered by the school.
- Nurture relationships and partnerships in the community in an effective and open manner that span educational programs and organizations and be visible and involved in all aspects of school and community life.
- Promote equity, belonging, and inclusion at all levels and among all school constituents.
- Actively cultivate a sense of community and organizational culture across the whole institution.
- Lead the facilities strategic development plan.

Desired Qualifications and Experience

- Master's degree required; advanced degree desirable (PhD, EdD).
- A minimum of ten years of professional experience as an educator in a school setting and management of educational institutions, including seven years of demonstrated senior leadership experience in international schools, as well as supervision of a diverse faculty and staff. International school leadership experience in Europe preferred.
- Extensive pedagogical and curriculum experience, including a grasp of and dedication to progressive education and creative and innovative educational best practices.
- Senior management experience and strong leadership skills – with the proven ability to attract talent, delegate effectively, motivate others to grow, mixing collaboration and decisiveness.
- Overall business and financial acumen, with proven successful experience with advancement and fundraising.
- Excellent verbal, listening, and written communication skills.
- Exceptional cultural sensitivity and interpersonal abilities, with the capacity to establish rapport with diverse stakeholders.
- Ability to speak French is an asset but not essential.

Strategy, Characteristics, and Cultural Competencies

- A strategic thinker with an entrepreneurial spirit who is guided by ASP's mission and leads by exemplifying it.
- An inspiring, motivational educational leader who is sympathetic and culturally sensitive, as well as creative, vibrant, accessible, and adaptable.
- An outstanding, persuasive, and diplomatic communicator who will listen to and motivate teachers, staff, and other stakeholders.
- A strong fiscal and operational leader, as well as demonstrated success leading change management.
- A leader who is an effective and collaborative team builder with unquestioned integrity, high emotional intelligence, and the ability to tackle difficult decisions when necessary.
- A dedicated proponent of progressive education, a student-centered approach to teaching and leadership, innovative curriculum and practices, and a growth mindset.
- A spokesperson for ASP who will advocate, strategize, lead, and collaborate with the advancement office to promote development efforts.
- A voice and presence in the local community able to create relationships and foster collaborations with stakeholders to support the ongoing growth of the institution.
- An energetic person who cares about people and our planet.

Salary & Benefits

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

Application instructions are found on the final page of this announcement.



The School

Mission

The American School of Paris is a vibrant, family-oriented community. Our mission is to inspire and prepare every student to achieve personal and academic excellence as an engaged global citizen, by providing a challenging, innovative program within a compassionate environment.

Accreditation

The American of Paris is accredited by the Council of International Schools, The Middle States Association of Colleges and Schools, and the International Baccalaureate.

Governance

ASP's Board of Trustees is responsible for the long-term viability of the school, financial oversight, and governance. The Board works closely with the Head of School to advance ASP's strategic vision and to help ensure that the school best serves the needs of the community while fulfilling the mission of preparing students for personal and academic excellence. The Board members are current parents, past parents, and alumni who have a wide variety of professional experiences. Scan the QR code below to read ASP's annual report for 2021-2022.





Curriculum

ASP provides an American curriculum with an international perspective. The American approach to education instills in students a strong level of confidence, positivity, and a 'can do' attitude. Through an inquiry-based and student-centered approach, ASP's curriculum and pedagogy inspires student agency, empowering students to critically explore a wide range of topics, lead their learning pathways, ask great questions, and learn from their mistakes. This holistic approach enables them to achieve academic and personal excellence. In addition to critical-thinking skills and abstract

reasoning, students at ASP also hone 'soft' skills including collaboration, leadership, intercultural competency, and self-management, skills necessary for success in the classroom and beyond. After ASP, students are accepted at a wide variety of colleges and universities including many of the top-ranked institutions around the world.

Academic Calendar

The school year is from the end of August to mid-June.



The Academic Program

Lower School including Early Childhood

The Early Childhood program (Grades K3–1, ages 3–6) allows the school's youngest pupils to experience the world's wonders and enables them to contribute as happy, self-assured, and caring people. The foundation for lifelong learning is established throughout the initial years of a child's ASP education. Students develop the essential abilities required of problem-solvers, engineers, innovators, artists, and change agents. Children learn to be inquisitive, imaginative, and driven to independently try new things. Outside-the-classroom education is a vital part of the ASP Early Childhood curriculum. The recently redesigned Outdoor Learning space allows students room to construct, explore, and create.



Grade 2 through 5 programs purposely stress deep inquiry, play-based and imaginative learning, outdoor education, and a standards-based curriculum approach that fully personalizes the educational experience of each child. Students engage in challenging units of study, which provide opportunities for interdisciplinary and project-based learning. Field trips to Paris and the surrounding region enrich the curriculum. All students study French language and culture, engaging them in a thorough, interactive, and enjoyable language acquisition curriculum.

Children in Lower School are challenged academically, while also learning to be imaginative, inquisitive, and compassionate. The Lower School provides students with a collaborative learning environment and individualized attention through its small class sizes and committed, experienced instructors who foster in students a spirit of creativity and curiosity and the development of essential talents and self-expression.



Middle School

The Middle School curriculum is designed to meet the criteria established by the most rigorous state and professional organizations in the United States, while also maintaining the involvement and motivation of young people during this crucial period of their life. Their propensity to question and challenge is utilized to stimulate discussion and productive action. Students are given authentic problems to address and a growing amount of responsibility for their education. They are able to find new passions and pursue established interests thanks to the wide variety of extracurriculars.

Upper School

The Upper School offers more course options than any other high school in the Paris area. Students have a choice of enrolling in IB, AP, hybrid IB/AP, or standard college preparatory coursework. This allows each student to establish the optimal path for their own success. Enthusiastic and knowledgeable instructors guide students through these rigorous courses, which are reinforced with an extraordinary variety of field trips and experiential learning opportunities. In addition, students are encouraged to join some of the many available extracurricular activities and service clubs.



Academic Support Services

At ASP, education is a personalized experience. Support is available for all students, including those who do not speak English as their first language or who require additional assistance in and out of the classroom. The Support Services offer includes Learning Support, which aims to satisfy the academic and behavioral needs of students requiring additional attention, and an English as an Additional Language (EAL) program, which is especially helpful for students who are transitioning to schooling with English as the primary language of instruction.



Arts, Athletics, & After School Activities

All divisions offer a wide variety of athletic activities. The International School Sports Tournaments (ISSTs), which feature Varsity and Junior Varsity teams, are a highlight for older students, as is the extensive program of local matches and competitions, which includes baseball, basketball, cross country, flag football, golf, tennis, multisport, rugby, running, soccer, softball, swimming, tennis, and track & field.



A comprehensive program of extracurricular activities is provided to meet the interests of pupils or to introduce them to new experiences. Model United Nations, Amnesty International, National Honor Society, Art Club, Coding and Game Design, and Film Club are popular in the Upper School. Robotics is incredibly popular across the entire school. The school offers a thriving after-school program in Music, Theatre, Cinema, and Visual Arts. The institution promotes private music classes through a network of peripatetic teachers, and the

community is entranced by a series of instrumental and vocal concerts each year.



Community

Students and Parents

Students at ASP hail from over 60 different countries, and the families of ASP speak over 30 mother-tongue languages, with English as their common language. Students are social, inquisitive, vivacious, imaginative, accepting, and compassionate. In a variety of ways, they demonstrate their determination, ambition, generosity, and entrepreneurial spirit, as well as their enjoyment and appreciation for the tremendous opportunities that ASP provides.

The parent community is composed of top professionals from leading corporations and NGO, diplomatic, artistic, and entrepreneurial organizations. A remarkable parent association, the PFA, contributes to fostering a close-knit and engaged community.

Faculty

Recruited locally and globally, the faculty and staff of ASP are a close-knit group of enthusiastic individuals who are proud of the school and its role in fostering a thriving environment for all. Faculty hail from 18 nations, with 42% from the United States and 32% from France. They are highly qualified (74% possess a master's degree or above) and experienced (82% have 11-30 years of teaching experience). The staff is dedicated to ASP (70% have remained at the school for at least six years.)

Student Wellbeing

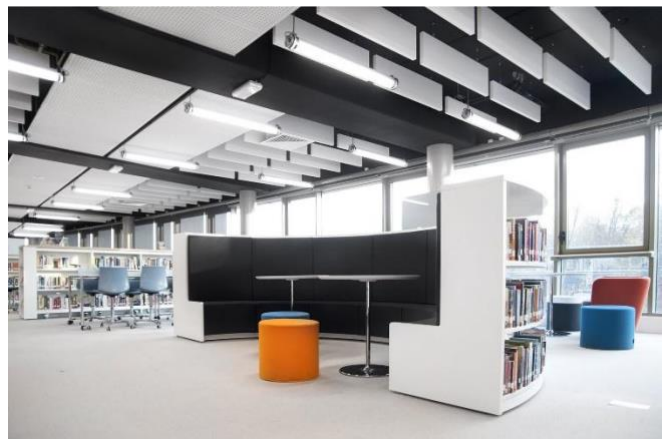
The school believes a strong support system is key to student success. With Guidance Counselors in each Division, College Counselors in the Upper School, a dedicated Child Safeguarding team, and a community-wide Belonging Initiative with a focus on equity, diversity, and inclusion, caring for students' well-being is the priority, both inside and outside of the classroom.



The Campus

Facilities & Premises

On a site of over 10 acres, the ASP campus offers indoor and outdoor learning spaces. Private, gated, access-controlled, and staffed by highly trained security personnel 24 hours a day, seven days a week, the campus is near world-famous sites, museums, and parks. The location provides students with the opportunity to experience the city of Paris while enjoying an expansive, green campus. With a significant portion of the campus having been recently reconstructed, students have access to dedicated and contemporary classroom areas. Arts facilities include a ceramics studio, a Black Box Theater, a band room, a choir room, recording studios, a studio for filmmaking, and more. In the state-of-the-art Design and STEM Lab, where 3D printers, laser cutters, and robotics are utilized, students become engineers and designers. In the campus's two gymnasiums and on its outdoor sports field, students experience a full sports program that promotes well-being.



Environmental Sustainability

The school has a commitment to environmental sustainability. It is a key strand of the facilities strategy and a strong element of the curriculum. The school has recently installed a pilot project of

solar panels as a result of a student's physics project and some impressive lobbying; the Lower School Green Team established a paper recycling program.

Living in Paris

The ASP campus is located in Saint-Cloud, in the Paris suburbs, 9.6 kilometers (6.0 miles) west of the heart of Paris. About half of ASP families live in the city itself, and half in nearby suburbs.

Paris, the capital of France, is a prominent city in Europe and a global center for art, fashion, cuisine, and culture. Its 19th-century urban landscape is characterized by broad boulevards and the Seine River. The city is renowned for its cafe culture, museums, and theaters, in addition to famous attractions such as the Eiffel Tower and the Gothic Notre Dame church. Paris has been one of the world's most important and beautiful cities for centuries. It is valued for the opportunities it provides in business and trade, education, culture, and recreation. Its nickname "the City of Light" remains accurate with its reference to enlightenment, as Paris has maintained its status as an educational and intellectual hub.



Follow the American School of Paris to Learn More



Fast Facts

Year Established	1946
Accreditation Agency	CIS, MSA, IB
School type	Pre-K-12 international, independent
Language of Instruction	English
Total Enrollment	844
Lower School Enrollment	252
Middle School Enrollment	201
Upper School Enrollment	391
Student Nationalities	63
Average % Home Country Nationals	16%
Student Age Range	3-18
Percentage of Annual Student Turnover	30%
Student-to-Faculty Ratio	8:1
Number of Faculty	126
Faculty Nationalities	18
Percentage of Annual Faculty Turnover	5-10%
Tuition (2022-2023) and Currency	€19,570 – €36,550
Annual Operating Budget and Currency	€37,000,000
Number of Board Trustees	17
Average Class Size	18

Application Instructions

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for the American School of Paris | Head of School search. She will be assisted by Dr. Nadine Richards, Director of Leadership Searches, Dr. Arnie Bieber, Senior Leadership Search Executive, Pauline O'Brien, Director of Global Recruitment, and other members of the ISS Leadership Search Team.

Interested individuals must submit their applications using the ISS EDUrecruit portal, where they will be required to submit the following confidential materials: **April 3, 2023 | 11:59 EST**

- Cover letter indicating interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- In your ISS EDUrecruit profile, provide three confidential supervisory reference requests covering the past seven years, including one from your present position

Candidates New to ISS EDUrecruit, register for an account to apply for this position using this [link](#). * To apply in EDUrecruit, click here: [American School of Paris | Head of School](#)

Candidates Already Registered with ISS EDUrecruit, log into your account [here](#). * To apply in EDUrecruit, click here: [American School of Paris | Head of School](#)

International Schools Services (ISS) and the American School of Paris (ASP) reserve the right to close the application process at any moment. Please contact execsearch@iss.edu if you require assistance with the portal or if you have any questions.

ISS has a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process is committed to all facets 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, and we also reserve the right to withdraw an applicant's candidacy at any time should the information be forthcoming that may suggest the candidate is not suitable to progress in the process. Hiring is contingent upon a successful background check.

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](#).
