

LEADERSHIP SEARCH

Making A World of Difference

Diverse learners - thriving together.



Elementary School Principal

Rabat American School

Application Deadline: December 1, 2025

Morocco | Start Date: August 1, 2026



VACANCY ANNOUNCEMENT

Elementary School Principal

VACANCY ANNOUNCEMENT NUMBER

2526-004

CLOSING DATE/TIME

December 1, 2025, 11:59 pm Rabat Time

EXPECTED START DATE

School Year 2026-2027

SUBJECT:

Vacancy Announcement for an **Elementary School Principal**.

Overview

Founded in 1962, RAS is a private, non-profit American independent school serving students from Pre-K through Grade 12. We offer an English-language, standards-based, university-preparatory curriculum accredited by the U.S. Middle States Association and the International Baccalaureate Organization.

Our vision is to develop dynamic, diverse, and authentic learners who thrive together through real-world learning opportunities. We are committed to empowering students to take action while fostering belonging and personal growth.

We offer a competitive compensation package that reflects each candidate's experience and qualifications, recognizing the expertise and commitment they bring to our school community.

We are seeking a dedicated and experienced Elementary Principal to lead and inspire our school community. If you are passionate about fostering student success and creating a positive, inclusive learning environment, we invite you to apply.

Please review the job description below for more details and application instructions.

Discover Rabat, Morocco - Home of Rabat American School

Rabat American School (RAS) is located in the heart of Rabat, a charming coastal city on the northwestern tip of Africa. As Morocco's capital, Rabat serves as a dynamic bridge between Europe and the African continent, offering a rich blend of cultures and traditions. Morocco's unique heritage, shaped by Arab, Berber, and European influences, is vividly expressed through its architecture, cuisine, languages, and way of life.





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Morocco's stunning natural beauty ranges from the towering Atlas Mountains and the vast Sahara Desert to breathtaking coastlines along both the Atlantic Ocean and the Mediterranean Sea. Rabat itself, home to nearly 1.8 million people, is a political and economic center, hosting government bodies, embassies, and international organizations. This global and vibrant setting not only enhances daily life but also enriches the educational experience at RAS, providing students and families with an inspiring and globally connected environment.

Position Role

The Elementary Principal is the pedagogical leader of the elementary school providing visionary leadership that aligns with the school's mission, vision, and values. The principal is responsible for all aspects of the daily operation of the elementary school and the implementation of the learning program. The principal guides a talented team of educators composed of a counselor, Specialist and Language teachers, teacher leaders, and instructional assistants. The ideal candidate will be enthusiastic about future possibilities, pragmatic about current realities, and motivated by high outcome expectations. The Elementary School Principal serves on the senior leadership team and collaborates closely with both the academic and operational leadership teams including, the Secondary Principal, Director of Teaching and Learning, and Head of School, as well as the Director of Admissions & Communication, Director of Technology and the Chief Financial Officer to ensure a continuity of experience for all RAS community stakeholders.

Key Responsibilities

Lead and Strengthen a Collaborative Learning Community

The next Elementary School Principal will lead, promote, and support a culture of learning, collaboration, and professional excellence among faculty and staff. Building on a strong foundation of academic success, the Principal will champion innovative, student-centered teaching practices that support the academic, physical, and emotional development of every child.



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Ensure Curriculum Coherence and Alignment

In close collaboration with the Director of Teaching & Learning and the School Director, the Elementary Principal will lead the design, implementation, and evaluation of curriculum to ensure consistency, coherence, and alignment with the RAS Strategic Plan. Pilot innovative practices in literacy, numeracy, SEL, and technology. A strong focus on monitoring student progress and using data to inform instructional decisions will be essential in maintaining high levels of student achievement.

Empower and Support Faculty and Staff

The Principal will lead and support the entire Elementary Division, overseeing a dedicated team that includes teachers, a counselor, instructional aides, and administrative staff. This role involves recruiting, mentoring, and evaluating personnel to promote professional growth and foster a culture of collaboration. Developing effective schedules, managing resources, and prioritizing ongoing faculty development will remain essential responsibilities in ensuring a high-quality learning environment.

Foster Meaningful Communication and Community Partnership

Building strong partnerships with parents, the PTA, and the wider RAS community will be a key aspect of this role. The Elementary Principal will strive to harness engaged parents as partners in learning and community life. The Principal will foster open, inclusive, and transparent communication that reflects a shared commitment to student success and well-being ensuring effective parent partnership.

Steward Resources and Advance Strategic Goals

As a member of the school's leadership team, the Principal will contribute to strategic planning, exercise sound financial stewardship, and actively engage in K-12 initiatives that support the school's mission and long-term vision.

Wellbeing, Inclusion, and Safe School Culture

RAS is committed to fostering a positive, inclusive culture where the wellbeing of students and staff is actively supported. We promote a safe and respectful learning environment through behaviour systems that are restorative, consistent, and culturally responsive. Diversity, equity, and inclusion are central to our values, and we seek leadership that reflects a strong understanding of international school communities. The role includes oversight of mild learning support and social-emotional learning (SEL) programs, with a clear focus on student welfare and inclusive practices. Advance inclusive, personalized learning through MTSS, SEL, and differentiation. Safeguarding and child protection are essential priorities, and the successful candidate will ensure that policies are implemented effectively and staff training remains current.



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Qualifications and Personal Attributes

Rabat American School is seeking a dynamic, experienced, and student-centered educational leader to serve as its next Elementary School Principal.

The ideal candidate will be a collaborative, innovative, and compassionate professional who is committed to the school's mission, core values, and strategic direction. This individual will be an inspiring leader who brings a strong educational vision that is future focused, a dedication to student success, and the ability to build meaningful relationships across a diverse, American, international school community. The ideal leader will be globally minded, culturally aware and strong communicator.

The successful candidate will demonstrate most or all of the following qualifications and attributes:

- A Master's degree in Education, Educational Leadership, or a related field (a Doctorate is preferred).
- A solid foundation in professional educational experience, including successful classroom teaching and proven leadership or administrative experience in an elementary or K-12 setting.
- Strong instructional leadership and curriculum expertise, with the ability to support and guide effective teaching and learning practices.
- Exceptional communication and interpersonal skills, with the ability to engage students, faculty, parents, and community members.
- A proven ability to recruit, mentor, and manage faculty and staff while fostering a culture of collaboration and continuous professional growth.
- Strategic thinking and sound judgment, with a commitment to making thoughtful, student-centered decisions.
- Organizational and financial management skills, including experience overseeing budgets and ensuring responsible use of resources.
- A visible and approachable leadership style that embodies the school's core values: Excellence, Perseverance, Kindness, Integrity, Respect and Critical Thinking.
- A firm commitment to equity, inclusion, and belonging, ensuring that all students feel supported, respected and valued.
- A lifelong learner who demonstrates curiosity, self-reflection, and a consistent dedication to ongoing professional growth.
- Bilingual or multilingual skills —particularly in French, Arabic, or Spanish — are considered a valuable asset.
- Skills in managing student entry processes, including coordination with the Admissions Office on interviews, assessments, and enrollment evaluations.
- Prior international experience is considered an asset.



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Supervisory Relationship

Reports directly to the School Director or their designated representative.

Supervisory Controls

- Oversees elementary school faculty and staff, including teachers, a guidance counselor, a librarian, instructional assistants and admin staff within the division.
- Provides strategic leadership to the elementary school leadership team and works collaboratively with the broader administrative team to promote alignment and coherence across all school divisions.

Child Safeguarding

RAS is committed to safeguarding and promoting the welfare of all children. All employees are expected to support a safe, respectful, and nurturing environment in which every student can prosper.

Benefits and Allowances

An attractive compensation package is offered, including health insurance coverage and other benefits aligned with the school's policies.

How to Apply

Interested candidates are invited to send their resume and cover letter to staffing@ras.ma with the subject line: "Elementary Principal". Initial interviews will begin on **October 30, 2025**.

