

## Leadership Search



**Uruguayan  
American  
School**

Elementary School Principal  
Uruguayan American School  
*Montevideo, Uruguay*

Application Deadline: November 14, 2022  
Start Date: July 2023

## The Position

---

### Overview

The Uruguayan American School is looking for a visionary learning leader for the Elementary School program to begin in July 2023. The ideal candidate will be interested in and capable of nurturing and advancing the programs and practices already in place while also introducing innovative new directions for the division.

### Duties & Responsibilities

The principal's primary responsibility is to provide leadership by serving as a senior learning leader and chief administrative officer of the elementary school (Nursery—Grade 5). The principal is responsible for developing, implementing, and monitoring instructional programs consistent with the school's mission, vision, and core values that reflect students' needs. The principal also provides for the operation of the division's facilities and 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 and appropriate care for their social-emotional and learning needs.

### Skills, Experience, & Attributes Sought

- Prior elementary school administrative experience.
- Dynamic, collaborative leader with a proven record of effective leadership and management.
- Knowledge of current best practices in instruction, curriculum, early childhood and elementary learning, and SEL.
- Experience with Readers & Writers Workshop.
- Experience effectively integrating technology into a mainstream classroom.
- Experience with WIDA is a plus.
- 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 multicultural environment and working with a diverse community.
- Fluency in Spanish is a plus.

### Academic & Professional Qualifications

- Master's degree or higher in educational leadership, curriculum, and instruction or related field
- Five (5) years of administrative experience
- Certification required

### Salary & Benefits

The salary and benefits package is 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

### 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 provide a U.S.-style education in Uruguay, including 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. There are approximately 30 nationalities represented in the student body. About half of the students are from countries other than the United States and Uruguay.



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

### 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.





## The Academic Program

### Curriculum & Accreditation

UAS offers three accredited programs of study. They 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; most students complete two diplomas, and many are awarded all three.



UAS believes 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. This program strikes a balance between teaching academic content and skills and fostering the dispositions or competencies to 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 programs, practices, and instruction and prepares students for success today and beyond graduation.



UAS believes 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, the goal is for each student to leave UAS as a globally aware, creative, emotionally intelligent, collaborative critical thinker equipped with the academic and technical skills to pursue their goals successfully.

## Academic Calendar

The school year begins in early August and ends in mid-June with a 6-week summer break from mid-December to the end of January to align with the southern hemisphere climate. UAS also has a winter break from mid-June to late July. Within this calendar, the year is divided into two semesters.

## Early Years

The school believes play is vital for developing self-regulation and promoting language, cognition, and social competence. Imaginative play requires planning higher-level thinking, cognitive skills, math skills, and language skills. Through play, children learn to take turns, negotiate with peers, solve problems, cope with disappointment, listen and empathize.

UAS harnesses children's love of play into learning. The Early Childhood uses the *Pyramid Project Program*, which embeds instruction and planned play activities into students' daily school routines. This program's comprehensive curriculum framework includes developing the whole child, using practical teaching approaches, and designing safe physical environments that foster active learning and proper behavior. Additionally, the program teaches academic and social skills and utilizes schedules and activities to maximize engagement and learning.



Students in Early Childhood learn the core academic subjects within interdisciplinary units of study. Each branch of study is a project that lasts approximately 4 to 6 weeks and features an orientation, a demonstration, a broadening, and a deepening of the knowledge and skills. Each project follows a three-year sequence; the theme is introduced in the Nursery, explored in Pre-Kindergarten, and finally studied more in-depth in Kindergarten. The units of study integrate with the unit projects by exploring different aspects. In the UAS Early Childhood Center, all students take Spanish daily. Spanish language instruction is differentiated to support Spanish language learners.

All Nursery and Pre-Kinder students have at least five hours per week of arts, music, and Physical Education. Beginning in Kindergarten, students have art, music, drama, and computer science classes with specialist teachers and continue with Physical Education classes twice a week. All Early Childhood learners visit the Media Center twice a week to read aloud and explore UAS's book collection.

## Elementary School



UAS believes the foundation for a student's success is laid in Elementary School, where students learn the fundamental skills—reading, writing, arithmetic, and technology—and dispositions that will shape them as learners for the rest of their lives. Literacy instruction is at the core of UAS Elementary School.

The UAS Elementary School curriculum builds on the foundation of the Early Childhood program. Students explore

themes through inquiry-based units that spark their curiosity and encourage them to make connections between the academic content and their world.

Elementary School instruction uses the *Readers and Writers Workshop* method with a dynamic mix of large-group and small-group instruction, independent work, and individual conferencing. Students learn to think of themselves as professional readers and writers, develop their own critical opinions, and communicate fluently and articulately.

Mathematics instruction focuses on building fundamental arithmetic skills and conceptual understanding using the elements of the Singapore Math method. Students are challenged to apply their problem-solving skills to "real world" problems and to explain the process that led to their solutions. Teachers continually monitor students' progress to provide sufficient support while motivating them to enhance their skills.

Optimum class sizes ensure UAS teachers know students as learners and as individuals. They forge supportive relationships with their students, encouraging them to reach their potential and become



independent, confident learners. These nurturing relationships are facilitated by a daily Morning Meeting and weekly Second Step lessons.

UAS uses U.S. standards-based curriculum guides. All students take English Language Arts, Math, Social Studies, Science, Spanish, Music, Drama, Art, Physical Education, Computer Science, and Second Step character education classes.

UAS offers both the U.S. and Uruguayan Elementary School courses of study, which can be taken simultaneously. The Uruguayan Program includes the same subjects as the U.S. program except that Social Studies and Spanish classes are based on Uruguayan Program standards and taught in Spanish. Students enrolled in the Uruguayan Program are awarded a U.S. elementary school completion diploma and a Uruguayan elementary school completion diploma. Although the Uruguayan Program is optional, Uruguayan families, South American families, or families planning to move to another South American country, are encouraged to enroll their children.

## Technology

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

UAS believes 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 and teachers communicate and collaborate through the Google Apps for Education suite and a wide variety of educational apps.

Grades 2—5 classrooms are equipped with student laptop carts, while Nursery—Grade 1 students have access to tablets. Beginning in Kindergarten and continuing throughout Elementary School, all students take a Computer Science class where they begin to learn design principles and develop creativity through programming, coding, robotics, and graphic design.

## Arts, Athletics, & After School Activities

The UAS Athletic Department promotes the value of teamwork, the dignity of sportsmanship, the excitement of competition, and the benefits of regular physical exercise. The school challenges student-athletes to reach their potential regardless of skill level or age. UAS hopes that students make a lifelong commitment to healthy habits and can participate with competence and confidence in physical activities.





## The Community

### Students

At the beginning of the 2022 - 2023 school year, enrollment was 334 (146 in Elementary, 188 in Secondary). Among students, 33 nationalities are represented, the two most prominent being the U.S. and Uruguayan, each representing approximately 25% of the student body.

### Faculty

There are 56 full- and part-time teachers, including 15 U.S. citizens, 33 host-country nationals, and eight third-country nationals. UAS faculty includes Learning Specialists and Counselors in Elementary and Secondary School and a College Counselor in Secondary School.







## The Campus

### Facilities & Premises

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, four science laboratories, a brand-new Design Lab with 3D printers 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 is new, having opened in October 2021. The outside facilities include a soccer field, two mini-soccer fields, three 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 area is carpeted and features colorful and comfortable seating options, such as modular couches, booth seats, and long wooden countertops for individual student workstations.

The school is preparing to embark on a multiyear facilities improvement plan which will renovate all elementary classrooms, the cafeteria/terrace area, the library, and computer lab, and the reception and entrance.

## Location

UAS is 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 walking distance from 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. Uruguay offers a beautiful quality of life for families and active people.



Follow Uruguayan American School to Learn More



## Fast Facts

---

Year Established	1958
Accreditation Agency	NEASC
School type	Private   Non-profit   Day School
Language of Instruction	English
Student Age Range	3-18
Total Enrollment	334
Lower School Enrollment	146
Middle School Enrollment	80
Upper School Enrollment	108
Student Nationalities	33
Percentage Home Country Nationals	25%
Percentage Annual Student Turnover	15%
Number of Elementary School Faculty	22



## Application Instructions

---

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for **Uruguayan American School | Elementary School Principal** search. She will be assisted by members of the ISS Leadership Search Team.

Interested candidates should apply through the ISS EDUrecruit portal, where you will be prompted to submit the following confidential materials by [\(November 14, 2022\)](#):

- Cover letter expressing interest and qualifications for this position
- Current CV / Resume (please do not include your photo)
- Three confidential, supervisory references requests to your EDUrecruit profile from the last seven years, including one from your current post

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

**Candidates Already Registered with ISS EDUrecruit**, log into your account [here](#). \*  
To apply in EDUrecruit, click here: [Uruguayan American School | Elementary School Principal](#)

\*There is no fee to apply for this position. If you are interested in full candidate membership so all schools can access your profile, you can upgrade at any time for USD\$75. \*

Applicants are encouraged to apply as early as possible, as International Schools Services (ISS) and Uruguayan American School (UAS) reserve the right to close the selection process at any time. If you require any assistance with the portal or have any questions, please contact [execsearch@iss.edu](mailto:execsearch@iss.edu).

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. Our screening process 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, and we also reserve 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.

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](#).