

POSITION STATEMENT

Singapore American School

ELEMENTARY PRINCIPAL SEARCH

START DATE: JULY 1, 2026



**SINGAPORE
AMERICAN
SCHOOL**



OVERVIEW

Singapore American School (SAS) enjoys an extraordinary reputation among international schools for its history as a school that pursues excellence with spirit and determination. Guided by its north star of Joy and Purpose in learning, the School's strategic focus is to create an experience for students that is characterized by excellence, extraordinary care, and boundless possibility.

The elementary division at SAS fully embraces this vision—providing students with dynamic and impactful learning experiences that pair engaging academic challenges with social-emotional support for each student's personal development. The next elementary principal follows the extraordinary 35-year tenure of David Hoss at SAS and will lead with clarity, energy, and a deep commitment to overseeing all aspects of teaching and learning, including professional learning communities (PLCs), curriculum and instruction, instructional coaching strategies, educational technology, student assessment and use of data, and student support services. Knowing, valuing, and supporting each student is an important priority for the School, and the next principal will also embrace the value of culturally responsive teaching and differentiation.

A seasoned, talented and ambitious teaching team is in place, and the incredible new seven-story purpose-built facilities—opened in April 2025—offer state-of-the-art spaces that support future-ready learning. The next elementary principal will have the people, resources, and momentum to meet SAS's high expectations and to lead this division into its next exciting chapter.

The opportunity to lead this impressive division of SAS begins in July 2026. The application window is closing soon—25 August 2025—and we encourage all interested applicants to contact the RG175 consultants as soon as possible to express their interest in this position.



THE PEOPLE

Students at SAS are curious, kind, culturally diverse, and deeply engaged in their learning. With more than 2,000 children in the elementary division alone, SAS students come from approximately 65 different countries and bring a rich variety of languages, experiences, and perspectives to the classroom. Teachers describe them as “curious, adventurous, risk takers,” “resilient and empathetic,” and motivated by a genuine “love for learning.” Supported by involved families, SAS students grow, thrive, and flourish.

Educators at SAS are deeply committed to student learning and well-being. The teaching team is stable and collaborative with an annual attrition rate of less than 10%. The 196 faculty, 128 instructional assistants and assistant teachers, and 33 other educators (including support staff and leaders) bring exceptional professionalism, warmth, and care to their work. Teachers appreciate the strong collaborative culture, the high standards among peers, and the opportunity to work with engaged and thoughtful students. They value the emphasis on relationships, individualized learning, and team-based teaching. They describe their colleagues as “highly skilled,” “passionate,” and “deeply supportive.” Strong peer-level relationships form a significant positive for the professional environment at SAS.

Educators are looking for a leader who will build cohesion and community across the division and strengthen the systems needed to meet the needs of all learners. Bright, hard-working, and committed to their craft, educators seek a master educator who can lead the division with wisdom and experience. This will include providing thoughtful coaching and leadership to the division's 20+ professional learning community coaches who coach and lead PLC's at the elementary school. The ability to leverage the resources and the possibilities available in the SAS elementary division will be key to the success of the School's next elementary principal.

Parents at SAS describe the school as a place where the commitment to excellence in teaching, "fantastic resources," and warm relationships shape their children's growth. They value the diversity of the student body, the breadth of extracurricular offerings, the expertise of the faculty, and the friendships their children form within this vibrant international community.

Together, educators, students, and families create a dynamic and supportive environment that centers care, excellence, and high expectations for each student.

THE PROGRAM

Learning in the SAS elementary division is both rigorous and joyful. Students build foundational academic skills while cultivating the curiosity and resilience that will serve them throughout their educational journey. The curriculum includes reading/language arts, mathematics, science, art, music, physical education, library, and technology—alongside daily Chinese or Spanish as world language options. A Chinese Immersion program is also offered. Literacy in the early years is informed by the research on best practice in teaching reading, and Illustrative Math is currently in place for numeracy and mathematical thinking.

The SAS program is designed to identify the appropriate challenges for each student, supported by extensive enrichment resources and learning support. Social-emotional learning is integrated into grade-level programs, and every grade level has its own trained counselor. Elementary students at SAS are provided with the inspiration and support they need to be successful learners.

To make a big school feel small, each grade level is composed of two "learning neighborhoods," in which there are two learning communities of three to four classrooms each. Every learning neighborhood is led by a Professional Learning Community (PLC) Coach who has half-time release to focus on instructional feedback and strong teamwork. Class sizes are typically 22 students with both a lead teacher and an instructional assistant. Currently, there are five deputy principals who support each grade level and help ensure coherence across the program.

The after-school activities program at Singapore American School is extensive, diverse, and thoughtfully designed to complement the school's academic and social-emotional learning goals. With over 90 options available to elementary students, the program includes offerings in athletics, visual and performing arts, STEM, languages, service learning, and interest-based clubs. These activities provide students with opportunities to explore passions, develop new skills, collaborate with peers, and deepen their sense of belonging within the school community. In short, life is vibrant, purposeful, and full of opportunity in the SAS elementary school.

Learn more about the SAS elementary and early learning programs here:

[Early Learning Center](#)

[Elementary School](#)



THE PLACE

The SAS campus is world-class in every sense. As the latest milestone in the SAS Reimagined master plan, the newly opened seven-story elementary facility offers state-of-the-art learning environments organized around “neighborhoods” and learning communities for each grade level. These include learning support hubs, maker and creation spaces, age-appropriate playgrounds (including obstacle courses and covered soccer pitches), three gymnasiums, two covered swimming pools, four cafeterias (including one for educators), a 400-seat theater, dedicated libraries, and flexible STEM labs.

The campus is more than just a school—it is a hub for holistic student development and imaginative learning.

SAS’s home city of Singapore is a global leader in innovation, safety, and quality of life. A thriving, cosmopolitan, very diverse metropolis, Singapore offers an extraordinary blend of cultures, cuisines, and experiences. It’s known for its clean streets, world-class infrastructure, lush green spaces, and excellent healthcare and education systems. Living and working in Singapore means joining a welcoming, international, and highly livable community.

OPPORTUNITIES AND CHALLENGES

The next SAS Elementary Principal will embrace the following leadership opportunities and challenges:

- Foster a unified, vibrant, and cohesive culture across a large-scale division.
- Coach and empower the PLC coaches to coach teachers and lead PLC teams.
- Build trust, collaboration, and a shared “one community” ethos among faculty, staff, students, and families.
- Provide visionary instructional leadership, set a clear direction, and ensure strong systems and operational alignment. Use collaborative decision-making strategies when appropriate.
- Implement and sustain high-impact pedagogical practices including PLCs, coaching strategies, Culturally Responsive Pedagogy, MTSS, Understanding by Design, and standards-based grading.
- Align and develop the team of deputy principals to ensure cohesion and accountability. Delegate effectively.
- Lead change to scale thoughtfully, using data to guide decisions and communicating the “why” with clarity and empathy.
- Enhance family engagement through transparent communication, presence, and approachability.
- Recruit and retain top teaching talent.
- Be present and available to students.
- Support and continue the SAS commitment to culturally responsive teaching, learning, and leading.
- Work closely with the superintendent and senior leadership team in service of the all-school strategic goals.



The next successful elementary principal at SAS will demonstrate:

- Proven ability to coach and grow talented educators.
- Exceptional communication skills and a transparent leadership style.
- Ability to approach leadership challenges with curiosity and use skilled, collaborative problem-solving strategies.
- A warm, visible, and student-centered presence to build trust and positivity in the school community.
- The ability to listen deeply to all voices—students, educators, and parents—and to identify trends, needs, and priorities for improvement.
- A balance of compassion and decisiveness in equal measure. Proven experience in cultivating an inclusive, psychologically safe, and joyful work environment
- Experience leading professional learning for both large and small groups.
- A proven record of leading at scale in a high-performing school environment and implementing the necessary systems to meet divisional objectives.
- A deep alignment with SAS's Core Values: **Compassion, Fairness, Honesty, Respect, and Responsibility.**

Personal qualities desired: energy, intelligence, humility, generosity of spirit, clear values, commitment to excellence, courage, resilience, enthusiasm, authenticity, empathy, and kindness.

THE APPLICATION PROCESS

Singapore American School has retained Resource Group 175 (RG175) to support the search for its next elementary school principal. Interested candidates should prepare and submit:

- Cover letter
- Updated resume
- Writing sample and/or educational philosophy
- A list of at least five references

The **application deadline is August 25, 2025**, with a start date of **July 1, 2026**.

Candidates are requested to submit these materials online at: <https://rg175.com/candidate/signup> in a timely manner.

For any questions about this exciting leadership position and to register your interest in the position, please contact one of the following RG175 consultants directly:

Coreen R. Hester chester@rg175.com
 Jeremy Moore
jeremy.moore@rg175.com