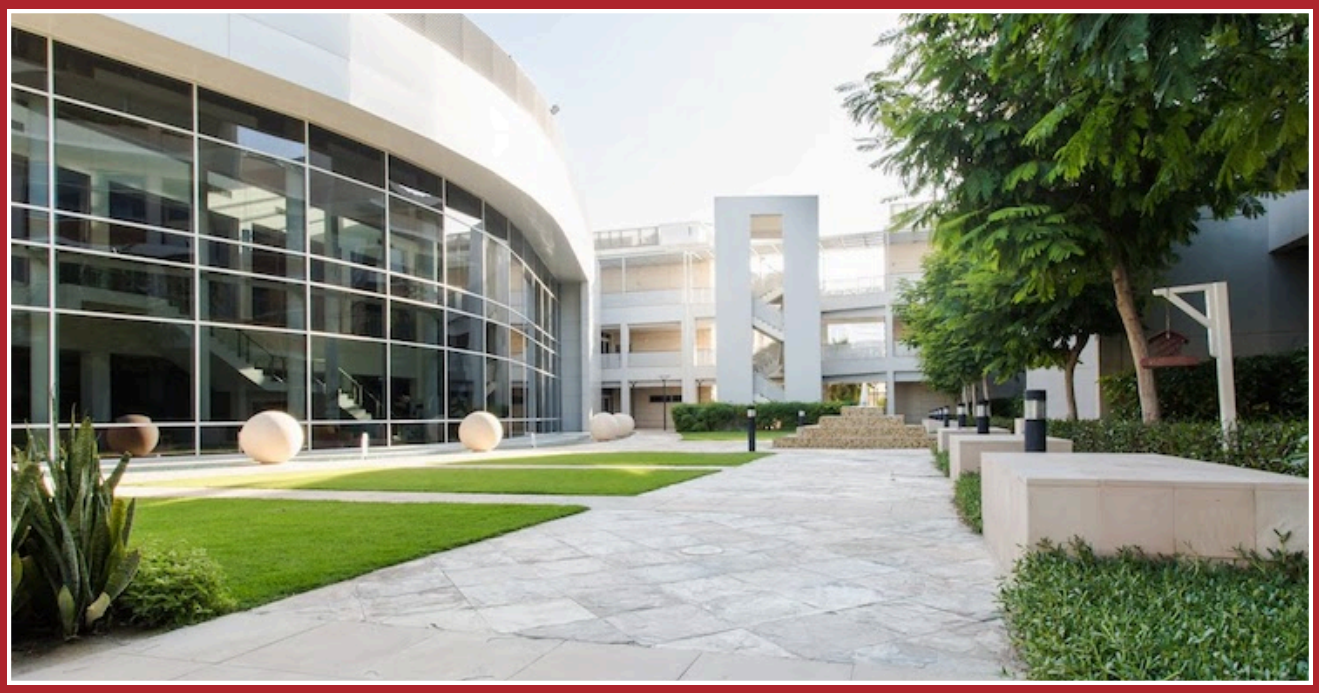
POSITION STATEMENT

American School of Dubai

DUBAI, UNITED ARAB EMIRATES



HIGH SCHOOL PRINCIPAL SEARCH
START DATE: JULY 1, 2027

ASD
American School of Dubai
المدرسة الأمريكية بدبي

RG 175
Change as Opportunity



OVERVIEW

The American School of Dubai is a leading international school. The experienced and capable teaching cadre conducts its work collegially and confidently, and faculty attrition is remarkably low. The program provides inspiration and challenge for all students with an intentional goal of offering a well-rounded educational experience. Arts, athletics, technology, and design add significant opportunities for participation, creativity, and ensemble work that complement the rigorous and engaging academic expectations.

A robust and thoughtful strategic plan provides clear guidance about where the School is going. (See and hear about the School's Framework for the Future here: https://www.asdubai.org/framework.) Full enrollment and strong demand for entrance into the School reflect the respect ASD commands in the competitive school landscape of Dubai. (ASD is distinguished also by being one of the few not-for-profit schools in the local arena.) Significant financial strength is reflected in a robust operating budget supported by responsible and sound financial policies and a solid endowment. The parent community has multiple volunteer groups that support all aspects of the School program.

ASD students impress. They are articulate, sophisticated, thoughtful, and kind. Students new to the School report that finding new friends has been remarkably easy, and there is little evidence of the toxic social anxiety or pressures that often accompany high-performing schools. That said, new initiatives around resilience and student well-being are in place and being developed. ASD students are ambitious, and some probably bite off more than they can chew, but on the whole, ASD students appear smart, wholesome, caring, inclusive, and happy.

A compelling strategic plan guides the vision and goal-setting for the entire professional community; engaging mentoring and support for the senior leadership teams has provided clarity and purpose to their team effectiveness; thoughtful additions of critically needed middle-level leaders have provided effective support and leadership throughout the School; and imaginative use of new facilities has inspired exciting additions for the program. The community without question thrives under compassionate and engaged leadership. A priority for the School's next High School Principal is clear: an approachable, visible leader who embraces leadership with open-hearted self-awareness, curiosity and visibility … along and with the experience and executive skills to lead the large, diverse, and bustling ASD High School division.

This is a unique leadership opportunity for a talented and experienced educator. The next High School Principal will have the opportunity to build upon the significant strengths and accomplishments of the School and to be a vital part of senior leadership team that will lead ASD to its next successful decade as the School prepares to celebrate its 60th anniversary in 2026.

MISSION AND CORE VALUES

Mission: To challenge and inspire each student to achieve their dreams and to become a passionate learner prepared to adapt and contribute in a rapidly changing world.

Core School Values: Compassion, Excellence, Integrity, Respect, and Responsibility

HISTORY AND LOCATION

The School was founded in 1966 as the Jumeirah American School, making it one of the oldest international schools in the UAE. Initially established to serve the educational needs of expatriate families in Grades K-8, sponsored by Conoco, the School was supported by Dubai's then-ruler, Sheikh Rashid bin Saeed Al Maktoum. ASD grew and evolved into a non-profit school, offering an American curriculum to students from the Pre-kindergarten through Grade 12. In 2010, the School moved to its current campus in Al Barsha.

Dubai itself is a hub for global technology, design, and business, with a thriving economy and access to diverse job opportunities across various industries. It is also a geographical hub, and many cite the ease and accessibility of a variety of travel destinations from Dubai. The city is known for its safety, with low crime rates and well-maintained public order. It offers a rich multicultural experience, hosting residents from over 200 nationalities, and boasts excellent healthcare options. For leisure, Dubai provides many options, from international cuisine to attractive beaches and desert safaris. The year-round sunshine and vibrant events calendar–in Dubai and nearby Abu Dhabi–add to its appeal.



THE STUDENTS AND FAMILIES

Capacity enrollment at ASD is 2,072 students, and current enrollment is 2,064. The School is highly selective, with the ability to select among approximately 2,000 applications to fill roughly 300 spots each new year. Eighty-six nationalities are represented in the student body. Seventy percent of current students hold North America passports with 55% of the students currently from the United States. Next comes Canada with about 15% of the student body, then India, India-UK, and Lebanon as the top five groups represented among students. Student attrition is very low, somewhere in the 6% range. A majority of students matriculate to US, Canadian, and UK universities, although a small number stay in the UAE and others choose Europe. And it's clear that ASD students love their school from their enthusiastic comments about the welcoming nature of the student body and their genuine appreciation for their teachers.

Similarly, parents are appreciative of ASD. They love living in Dubai, citing the harmonious 200 nationalities and multiple religions that live comfortably together in Dubai. They label Dubai as "the most child-friendly city in the world," and they appreciate the safety and "easy living" they can enjoy in Dubai. The heat and the traffic at times are lamented, but the positives of living in Dubai far outweigh the negatives, and parents relay that more people are coming and more people are staying longer. It was inspiring to hear about the graduates who choose to return to Dubai after university. Present-day Dubai is a time and place where "family" is revered, and it is moving to see and hear these heartfelt compliments from ASD parents.





PROGRAM AND FACILITIES

You can learn about the ASD program on the School website: https://www.asdubai.org/learning. There are currently 724 students in the High School representing 65 nationalities. The Class of 2026 has 175 students representing 41 nationalities. More that 75% of the class have been at ASD throughout high school. Approximately 25% are “lifers”. See a deeper description of the High School here:
https://www.asdubai.org/learning/high-school

Current work on instructional coherence is underway as a reflection of the strategic plan. Also, the School works closely with local authorities to ensure compliance with the evolving local guidelines, determined by the educational authority, KDHA, Knowledge and Human Development Authority. The Measure of Academic Progress (MAP data) is used to assess student academic growth, and a new survey for student assessment of teacher effectiveness is currently being piloted. The School has historically served students with mild-to-moderate learning differences but a new special education program for more complex learning differences is being implemented (carefully and well) to include an even broader range of students.

The campus facilities are impressive, with approximately 13,000 square feet of still undesignated space in its newest building which is still under discussion for usage. Each division has its field house and swimming pool as well as physical education spaces, and the School fields over 50 competitive teams, Grades 4-12, and has multiple playing fields as part of the campus. The School theater is stunning and part of the original purpose-built campus from 2012. The campus is spacious and generous with meeting spaces that encourage collaboration. A variety of cafeterias and cafes provide additional lovely spaces and food service.

THE PROFESSIONAL OPPORTUNITY

- A stable school with a strong global reputation
- A vibrant and welcoming school community
- A selective student body that is talented, motivated, engaged, and caring
- A dedicated, experienced, long serving faculty that is caring and supportive of students
- A student-centered and inclusive school community
- An extraordinary breadth of academic and extracurricular opportunity and choice
- A school that is well-resourced financially and with world class campus facilities
- Parents who are engaged and feel welcomed as a vital part of the school community
- Dubai is an extraordinary destination - vibrant, futuristic, diverse, and growing rapidly

THE WORK AHEAD

Working closely with the Superintendent and the leadership team, the ASD High School Principal will prioritize these leadership responsibilities:

- Remain at the forefront of thoughtful educational innovation
- Continue to sustain a future-oriented curriculum that prepares students
- Ensure an appropriate balance between student academic achievement with their social-emotional learning and well-being"
- Nurture a faculty culture of continuous improvement, renewal, and professional growth
- Support and encourage the high school leadership as they ensure effectiveness, coherence, and a collaborative spirit in implementing the school's program goals and aspirations
- Continue to support program excellence and innovation, grounded in attracting and retaining outstanding teachers and a commitment to instructional coherence
- Support and implement the vision of the future in the ASD strategic plan
- Help to build a "one school" PK-12 program and ethos
- Work cooperatively with the local Ministry of Education to ensure vigilance and compliance with expectations and requirements
- Continue to build clarity, trust, and confidence in administrative decisions
- Be visible and present in supporting students in their extensive activities, events, and performances



PERSONAL QUALITIES AND LEADERSHIP ATTRIBUTES

The next ASD High School Principal will demonstrate strengths in these personal qualities and a high degree of competence in these necessary skill sets:

- Bring experience from high performing Schools, ideally both International and American
- Possess experience and passion in leading complex and multi-cultural school communities
- Demonstrate effective curricular and instructional innovation leadership experience
- Demonstrate effective communication skills
- Bring empathy and kindness in their interaction with students, faculty, and parents
- Bring high expectations, integrity, and trust as a skilled community builder
- Possess qualities of warmth, approachability, self-awareness, along with a willingness to be a visible and engaged campus presence
- Possess a nose for talent in recruiting/supporting a world-class faculty and leadership team
- Ideally make a multi-year leadership commitment to ASD



APPLICATION PROCESS

The American School of Dubai has retained Resource Group 175 (RG175) to support the search for its next High School Principal. Interested candidates should prepare a cover letter, updated resume, and a writing sample(s) to apply. Five references are a required component of the application materials; references will only be contacted with the candidate's permission.

The application deadline is **Thursday, October 1, 2026**, for a start date of **July 1, 2027**. Candidates are requested to submit their application materials online at **https://rg175.com/candidate/signup**. ASD reserves the right to move forward expeditiously on the candidacy of qualified applicants. Therefore, timely submission of application materials is strongly recommended.

For questions about this unique and exciting leadership opportunity and to express your interest, please contact one of the following RG175 consultants directly:

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John Farber jfarber@rg175.com