



American Embassy School Position Statement: High School Principal

In collaboration with the search firm, RG175, the American Embassy School, New Delhi is seeking a new high school principal for the 2019-2020 school year. A semi-finalist list will be defined by no later than February 25, 2019, with finalists scheduled for an on-site visit the first two weeks in March, 2019.

Key leadership criteria are defined below, which will form the basis for selection of the successful candidate.

Leadership Opportunities:

- **Community-Builder:** Passion for learning and for students. Enjoys working with student leaders and empowers them to excel. Our students can do amazing things and we want someone who can support them as they go above and beyond our expectations.
- **Learning Leader:** Understanding how to organize and build relationships among faculty for a focus on and ownership of student learning at a grade level or in a department (like a Dufour PLC structure). Ensuring student learning outcomes inform continuous improvement within a high-performing school.
- **Student Accountability:** Strong knowledge of the research for and support for standards based grading and reporting, and able to help faculty navigate and develop formative and summative assessment schema.
- **Teacher Performance and Development:** Building relationships with faculty while also holding them accountable for learning and for professional growth and conduct. Cognitive coaching or other ways of working with and supporting teachers to be their best.
- **IBDP Curriculum and Backwards Design:** Knowledge of IB DP program, and how to build a strong pre-diploma program in grades 9 and 10 that will encourage participation. Currently only 65% of our students attempt the full diploma with a goal of 90% participation.
- **Shared Decision-Making and Facilitation Skills:** Can make systems and decision making process clear: consensus, consultative, etc. Use of adaptive schools training, or other strong facilitative skills.
- **Toward an Inclusive School:** Sensitivity to and understanding of how to build a multitiered system of support for more diverse learners, as we develop into a more inclusive school community
- **Teaming Across the School:** Ability to work with a K-12 team for support of the whole school and its goals.
- **Visibility, Collegial Relationships and Mentoring as a First Priority:** Being visible and in classrooms with ongoing visits to every teacher's classroom, viewed as a true colleague in learning. Our school is the center of our community. The HS has things going on six days a week, and the principal needs to have plenty of energy and enthusiasm.
- **College Admissions Success:** Knowledge of college admissions and track record of building coalitions of support with college admissions professionals .
- **A Key Communicator and Problem-solver:** Great communicator in writing and verbally, can work and problem-solve across constituency groups– and as needed, de-escalate situations when they get heated or misaligned to school mission.