



Head of School Position Statement

American School of Brasilia

Escola Americana de Brasília (EAB)

Brasilia, Brazil

July 2021



OVERVIEW, MISSION, AND VISION

Often an international school's history reflects and parallels the country in which it resides, and perhaps the American School of Brasilia (EAB) offers the best story of all. In 1956 at a crossroads on the high plains of Brazil, a groundbreaking ceremony took place to situate Brasilia as the new capital for a new national identity. Three years later, this planned city was hailed as a "...transcendent work of symbolism and modernist architecture masterpieces, which signaled the future of Brazil." If ever there was a planned community of "milk and honey," then Brasilia is it, and was officially declared the capital of Brazil in 1960. The American School of Brasilia was founded one year later. EAB has become the premier school in the capital of Brazil, growing brick-by-brick and from one new constituency group to the next, right along with Brasilia— now hosting 134 diplomatic missions from around the world.

The progressive nature of the American School of Brasilia is bound by not only history but also by a community that embraces an ambitious mission and what it seeks to achieve and how to ensure future-ready young people. EAB is a school that is living an extraordinary purpose with strategic targets that speak of disciplined action, effort, resources, and energy. Voices across the community are consistent about school direction and the confident climate that surrounds the School's future.

The School's loftiest aspirations call everyone to work together, inspire the best in teaching and learning, to be academically inquisitive, people of character, and to share a bold vision for a better world. At EAB, everyone is a learner as the Mission announces:

"Learners inspiring learners to be inquisitive in life, principled in character, and bold in vision."

The vitality of the School's guiding statements is the subject of how students and teachers describe day-to-day life. Around a table, students agreed that "We form close bonds, we have our differences, but at the same time we share a common identity as learners within this school and community." Teachers say, "We want to offer our students all we can to ensure an intimacy in how children learn." Then they said, "We want to be part of needed change and work hard to make this a collaborative place." Learners inspiring learners, principled, and bold in vision, indeed.

Members of the community agree that Brasilia and EAB seem a bubble within Brazil, much like a city park, healthy and safe. Middle school students say, "Our school encourages us to do more than we thought possible." They also quickly observe, "This the best possible place to be a new kid." They are equally sure that, "Our teachers are respectful, sometimes strict when they need to be, but always they are our mentors." EAB is a school likened to a small village where everyone supports and accounts for one another. It is also a place that wishes to approximate the world and to remain truly international in character.





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The American School of Brasilia is fully accredited by AdvancEd and the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI), as well as the Ministry of Education of the Federal District. The School is an authorized IB World School (IBO), is in alignment with CIS, and is considering NEASC in the future. EAB is the only school in Brasilia that offers combined US, Brazilian and International Baccalaureate diplomas. As should be expected of a school in such a place, it is EAB alumni and those graduating in the future who will be leaders of Brazil.

Framed by its *Five Pillars of Learning*: academics, activities, arts, leadership, and service and ongoing program innovations and a robust master plan, the School is poised to expand the physical spaces to accommodate growth and change. With a significant enrollment waiting list, the School will bring new facilities online to meet learning needs now and into the future.

EAB is the model of wholeness in learning. It is genuinely thoughtful and self-conscious about its parallel history to the new Brazil. Students, teachers, staff and the parent community, know how to give back through service and helping EAB young people get outside the classroom walls and beyond themselves as learners to inspire and share the goodness of EAB with others. EAB lives its Mission and is focused on continually getting better.

THE PLACE: Brasilia—A Monument to a National Initiative

A city of distinctive architecture set against the infinite sky of the Brazilian savannah, Brasilia is a unique national capital. Now home to nearly three million, the city was recently named a UNESCO World Heritage Site for its renowned architecture. It is also one of the greenest in Brazil with trees lining the walking and cycle paths through the residential quadrants.

Brasilia is one of the most diverse cities in Brazil. It is host to a vibrant international community.





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Culturally, the city boasts the advantages of a national capital with the security and intimacy of a small city. The bustling center of Brazilian politics, it is also home to one of the leading universities in Brazil and maintains a college atmosphere of intellectual cafes, music and arts venues.

On any day, one finds cyclists and runners along the city streets and kayakers and boaters on Paranoa Lake that borders the central area of the city. Only hours from the city are numerous natural parks with waterfalls, farms that keep heartland traditions, and the picturesque colonial city of Pirenopolis. It is no surprise that within Brazil, the capital is known both for its bold vision and for its quality of life.

THE EAB COMMUNITY

Students:

EAB is a non-profit coeducational day school open to students of various nationalities who desire a global and whole-child educational experience. There are approximately 690 students enrolled in an English language-based grades PK through grade 12. There are 330 in the elementary school; 170 students in the middle school; and approximately 190 students in the high school. There are 50 students in the senior class of 2020.

Just over 55% of the total student population is Brazilian, with the balance of students comprised of a rich mix of American and International students. EAB students and families come from 38 countries. It is an International Baccalaureate World School with both United States and Brazilian accreditation.

EAB students are engaged, busy, and care deeply about their school. EAB's core values of trustworthiness, respect, responsibility, fairness, caring, and citizenship are evidenced throughout the School. Lower, Middle, and Upper School students choose from an impressive array of activities, clubs, and athletic opportunities. Students express genuine affection for their school's intimate, caring, and close-knit community.





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Faculty:

EAB students are inspired, challenged, nurtured, and supported by a caring and talented faculty and staff. Students and their parents are very complimentary of the quality of EAB teachers and their genuine care for students. The faculty reflects both the International and Brazilian flavor of the student body. Most of the faculty hold a master's degree or higher, and there is a clear commitment by the School to the professional renewal and growth to the faculty. EAB's aspiration for students to become inquisitive in life is modeled by the School's leadership and faculty through their own ongoing professional development as inquiring, self-directed, creative, and critical thinkers.

Parents:

EAB parents are engaged, supportive, and deeply committed to the School. They consistently express their appreciation for the individual care and support of the School community for their child. They love the welcoming and inclusive atmosphere, especially the safe environment provided by EAB. The Brazilian parents tend to have a longer time horizon in viewing their children's education at EAB. Many are eager for the School to seek the appropriate balance of American and International Education with Brazilian culture and values. There is an effort to communicate with all Brazilian families by providing options for Portuguese translation of the School's written communication and at various parent meetings.

The Family and School Partnership (FSP) is a vibrant and active partnership between parents and the School. Its activities and programs are evidence of a strong relationship that seeks to foster cooperation and communication with parents.

Board of Directors:

The Board of Directors is a self-perpetuating Board comprised of 11 voting members and 1 ex-officio member who is the United States Ambassador's representative. The Board is an



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impressive group. Members know their roles and responsibilities, are dedicated, hard-working, and absolutely committed to the long-term stewardship and well-being of EAB. They are articulate and passionate advocates on behalf of the School.

A strategic plan shaped around EAB's Mission and Vision is in place. Plans for the next phase of the School's facility and campus development are in place. Prudent fiscal stewardship by the Head of School and by the Board of Directors has resulted in a sound financial reserve that will support the execution of the strategic plan. EAB is clearly poised strategically and financially for its next era of evolution - thanks to the great work and preparation of the Board and school leadership.

The Board's stewardship, readiness, hard work, and support will clearly be an attractive asset for the next EAB Head of School. A major task for the Board of Directors and the School's leadership team is to clearly and consistently communicate the strategic and combined master plan with an estimated timeline for its execution to the various school constituencies.



THE SCHOOL PROGRAM

EAB offers a comprehensive educational program that is impressive and inspiring for its size. The School embraces and promotes a whole child approach to education that is framed by EAB's five pillars of learning: Academics, Activities, Arts, Leadership, and Service.

Throughout the School's common spaces and individual classrooms, the School's Mission and Vision are visible and palpable: "Learners inspiring learners to be inquisitive in life, principled in character, and bold in vision." The aim of an EAB education is to develop students who will positively impact the world through excellence in academics, activities, arts, leadership, and service. EAB strives to develop learners who are engaged in their own learning, principled in their learning and actions, and capable of working creatively, critically, collaboratively.

There is a strong commitment to social-emotional learning at all grade levels. The School's program endeavors to equip students to navigate through considerable choice and electives as they excel through the United States, Brazilian, and/or the International Baccalaureate curricula.





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Teachers are trained in the Readers and Writers Workshop Model through Teachers College at Columbia University. In addition, EAB is the region's host site for Erma Anderson's mathematics cohort training program. This has supported EAB's mathematics teachers being trained by one of the leading mathematics educators in the world. Also, there has been a recent effort to build a school culture that uses student data to improve student learning. The Measures of Academic Progress (MAP) is administered three times a year for students in Kindergarten through 10th grade. It helps teachers, students, and families to focus on a student's individual academic growth.

The end-product of an EAB education is noteworthy. Eighty-percent (80%) of EAB's most recent graduating class sat for the IB diploma exam with an average score of 34, significantly above the world average IB diploma score.

Students at EAB can choose to participate in a variety of age-appropriate activities and clubs. For lower school students "Club EAB" is an after-school extracurricular program that supports and enriches the curriculum. Older students are actively engaged in co-curricular choices such as the visual and performing arts, community service, student publications "EAB Goes Green", Global Issues Network, Model United Nations, National Honor Society, and Student Government. Additionally, they may participate in an array of team sports offered at the Junior Varsity and Varsity levels.

FINANCE AND FACILITIES FOR LEARNING

Financial Strength

Today, EAB is a leading educational institution in Brasilia and in Brazil that looks forward to continue to invest in its mission to offer a differentiated, innovative learning experience with a strong foundation of academic excellence.

In 2017, EAB hired a specialized financial company to conduct a thorough analysis on the School's financial health. The financial indicators showed that EAB is financially sound. The independent report stated that the Board and the Administration had the necessary resources to continue to invest in retaining and hiring high quality educators, in upgrading its current facilities and the means to pursue new investments.

This year, EAB's Board of Directors and Leadership Team have embarked on a major project to develop a new strategic plan to ensure that the School continues to live its mission. One of the key strategic enablers is maintaining a strong financial position while being fiscally responsible. Given the solid financial stability of the American School of Brasilia, EAB is ready to execute the Campus Master Plan to replace the now nearly 60 year old facilities with a brand new campus that will foster the necessary infrastructure to deliver world-class education to all EAB students.

The Places and Spaces for Learning:

The community is focused on the upcoming implementation of EAB's campus facility masterplan, linked to the School's strategic thinking. Environmentally sensitive in design, following the mantra that instruction must guide





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construction, the impending building plan gives form to the functions of the Mission, Vision, and the instructional program. It is a natural extension.

The good news is that building permits and legal requirements for breaking ground on the first of three building phases are in place. Overlooking Lake Paranoa, the School is poised to initiate a game-changing project that will be one of the most beautiful and active learning places in Latin America. Most importantly, the master plan will support improved spaces for teaching and learning for current students.

The current campus is wonderfully open, inviting, beautifully landscaped and with the needed community, athletic and fine arts spaces. And the board and senior leadership are not waiting to continually add value to the present campus. Examples include the renovation of the Early Childhood Center and the creation of a new Maker Space, which will be integrated into the masterplan and future construction. Just as the present facilities help the School meet its mission, the master plan will bring new vitality and much needed improvement to ensure a future-leaning school. There is no complacency within the EAB community to continually improve learning opportunities.





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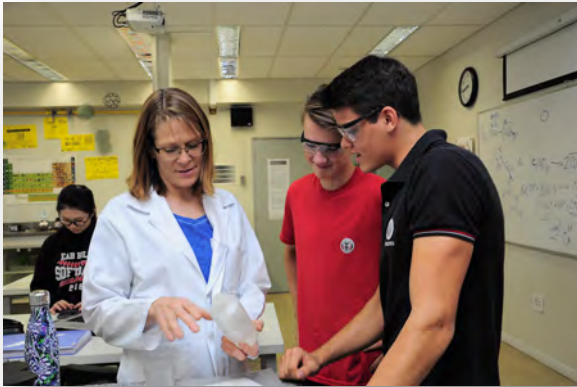
QUICK FACTS ABOUT THE AMERICAN SCHOOL OF BRASILIA

Year EAB Established:	1961 (officially registered in 1964)
Accreditation Agency:	AdvancED /IB /MEC – seeking CIS
Total Enrollment:	691
Elementary School Enrollment:	331
Middle School Enrollment:	170
Upper (High) School Enrollment:	190
Percentage of Annual Student Turnover:	17%
Student/Teacher Ratio:	9.34
Tuition (2019-20): (Fx 3.86)	R\$51.961.523/USD 13,461,535
Operating Budget:	R\$51.767.995/USD 13,411,398
Number of Faculty:	74
Number of Operational Staff:	73.5
Number of Board Trustees:	11 voting members and 1 US Ambassador representative (ex-officio)
Number of Student Nationalities:	38
Average Faculty Tenure:	5.5





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KEY LEADERSHIP SKILLS AND ATTRIBUTES:

The next leader of the American School of Brasilia will have the opportunity to provide leadership for an international school determined to ensure a future-ready educational program and to maintain its diverse and inclusive identity. In order to serve the School fully and well, the next Head of School for EAB will bring a set of key leadership skills and attributes to the work, as described here:



- **Leading for a Future-Ready School and Students:** The successful EAB Head of School will lead and drive research-based academic excellence and must be skilled and experienced with implementing world-class, future-focused programming and pedagogy to ensure adaptable youth who demonstrate sophisticated skills for success. Above all, EAB is committed to the wholeness of education and the well-being for every child. The new EAB Head of School will lead for excellence in all realms of human success, from academic excellence to supporting students to become ethical, people of character and leaders of self and others.
- **Visionary, Strategic and Systems Thinker:** The EAB community is committed to its mission and new strategic themes as an aspirational and progressive school. The next Head of School will set a compelling vision, continue to build on the School's strategic thinking and will ensure consistent, meaningful and impactful implementation. To have strong skills in change leadership is a valued and essential asset at EAB.
- **Leading Diversity and Inclusion:** EAB is a culturally diverse school community. The next successful Head of School will ensure a commitment to intercultural competency and on-going community building to recognize the School's opportunity to serve as an ethical and progressive model for implementing the elements of diversity, equity and inclusion. He/she will inspire and ensure the School's international character and will culturally deepen an ethnically diverse and caring climate for all cultures.



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- **A Learning Leader:** The EAB educational program is rigorous and bridges the best of international teaching and learning, including both the IBDP and Brazilian Diplomas. The new Head of School will bring primary focus to academic rigor and the IB Diploma Program to further define EAB's identity and the value provided for every student. He/she will ensure, inspire, and nurture highly effective learning and teaching - and will provide strong and thoughtful instructional leadership - seeking a coherent PK-12 curriculum that is continuously examined, renewed, and communicated in an effort to strengthen it.
- **Effective Communication:** Implement a consistent and intentional communication model across stakeholders, inspiring commitment to the mission, clarifying the rationale for decisions, and building shared understandings.
- **Proactive Advocate:** The EAB admissions, enrollment and community outreach must anticipate and respond to the changing and competitive educational landscape in Brasilia and across international schools. The successful Head of School will enhance identity, reputation, and value proposition of the School. To continually tell a compelling story of EAB's uniquely American approach to teaching and learning, essential student outcomes, its global diversity and to actively market the School to Brasilia's vibrant international community.
- **Inclusive Leadership:** Brings a collaborative, participative and inclusive style of leadership important school issues. Build and align connections among students, teachers, staff,



trustees, and senior leadership to ensure everyone contributes expertise and creative thinking for continuous improvement and innovation.

- **Re-Imagining Spaces and Places for Learning:** Through prudent financial stewardship and thoughtful planning, EAB continues to improve its learning environments and instructional facilities. The next Head of School will be an active partner with the Board of Directors and the faculty while providing educational vision, current research, and instructional leadership as EAB continues to re-imagine and develop its teaching and learning environments.
- **Governance and Collaboration:** The collaboration between the Board of Directors and the Head of School at EAB has mirrored the spirit of community that exists across the School. The next EAB Head of School will bring the dispositions and track record for ensuring a generative and collaborative partnership between the Board of Directors and senior leadership to ensure that the School remains responsive to the needs of students and stakeholders.



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KEY PROFESSIONAL AND PERSONAL QUALITIES

The successful candidate will bring the background, experiences, and disposition characterized by the following personal and professional qualities:

- Experience in a high-performing school
- Collaborative problem-solver
- Strong communication skills – promotes a compelling vision for the School
- Community builder, unifies the community around ideas of progressive education
- High emotional intelligence
- Warmth and empathy
- Creative and innovative
- Confident in knowledge and implementation of the art and science of learning
- Commitment to schoolwide collaboration
- Energetic and ambitious
- Business Acumen



APPLICATION PROCESS

Interested candidates may apply online at the RG175 website: <https://rg175.com/candidate/signup>

A complete application includes:

- A cover letter expressing interest in the Head of School position at the American School of Brasilia
- A fully updated resume
- A writing sample that may be a personal statement, an article for a school publication, a recent speech, or submitted scholarly article--whatever can help inform the search committee of expertise, interests, academic focus and experience.
- Five current references

Consultants to the search:

- James K. Scott, jim.scott@rg175.com
- Mark E. Ulfers: mark.ulfers@rg175.com

Timeline: The School seeks to make an appointment for the next Head of School at EAB for July 2021. All applications should be submitted expeditiously and no later than **January 15**. The School has begun interviewing for the position and reserves the right to move forward with this appointment when the appropriate candidate has been identified.