



Mission

KAS challenges students to achieve academic excellence and prepares them to be balanced individuals, independent learners, and global citizens.

Kaohsiung American School (KAS) is a private, not-for-profit day school established in 1989 for the children of expatriate families in Kaohsiung. The school is accredited by the Western Association of Schools and Colleges, and offers the IB's MYP and DP programmes. We are a [US State Department](#) Assisted School.

KAS brings global opportunities to Kaohsiung and southern Taiwan, by inspiring excellent holistic learning in a nurturing environment. We embrace collaboration, creativity and professionalism as we model a joyful and balanced learning environment. Everyone is a learner at KAS, and we have a strong commitment to professional growth.

The Principal is the learning leader and administrative head of the Elementary School and is responsible for optimizing the learning of all students and for the on-going improvement of the division. The ES Principal works collaboratively with the Senior Leadership Team of the school to live our Mission, achieve our Learning Outcomes (based on the IB Learner Profile), and develop a holistic teaching and learning program that meets our community's high expectations.

Preferred qualifications include:

- A demonstrated ability to improve student achievement.
- An aptitude for building and maintaining positive relationships with learners, educators and parents.
- Advanced degree in Educational Administration or a relevant MA/MEd.
- Current administrator certifications and elementary teaching certification.
- Proven record of successful tenure for at least three years as a principal, assistant principal, or instructional/curriculum coach.
- At least 5 successful years of experience as a teacher in the elementary grades, prior to administrative experience.
- A range of experiences in US and/or international schools that have led to the development of multiple lenses and perspectives related to contemporary practices, including but not limited to: balanced literacy, standard-based grading and reporting, Multi-tiered Systems of Support, English Language Learning, Social Emotional Learning, and the use of data to support program improvement.
- Teaching or leadership experience in a Primary Years Programme or with Project Based / Inquiry Based learning would be a plus.
- A sound understanding of child development and developmentally appropriate practices, American educational standards, and the Writing Workshop model. Strong knowledge of research-based pedagogy and assessment, and awareness of adult learning theory.
- Demonstrated understanding and respect for a diversity of cultures and needs of language learners. A commitment to developing and promoting systemic diversity, equity, inclusion

and belonging, with demonstrated leadership for an environment that strives to eliminate microaggressions or exclusionary practices.

- Demonstrated experience collaborating and leading a professional staff, including presenting, facilitating, coaching and consulting in order to develop highly effective groups and Professional Learning Communities. Adaptive Schools or Cognitive Coaching training is preferred.
- Life experiences that demonstrate, among other things, a growth mindset, versatility, adaptability and resilience.
- Superior organizational strategies and an aptitude for solving problems collaboratively.
- Effective communication skills utilizing a variety of mediums and techniques.

Opportunities for the next Elementary School Principal include:

- Enthusiastic and motivated students.
- The support of an effective leadership team that collaborates well together, and a middle level leadership team that is growing in its capacities to support learning.
- Strengthening and guiding our implementation of standards-based learning through instruction, assessment and reporting.
- Recruiting and inspiring an exceptional faculty that appreciates the school's commitment to excellence and to their own professional learning.
- Supportive parents and PTA who are proud of their school and who contribute to a vibrant and welcoming community spirit.
- Playing an important role in a dynamic, active school with a growing sense of identity, purpose and direction.
- Strengthening our English language learning programs, and leading more inquiry or project-based learning across the grade levels.
- A school with active programs and partnerships locally and internationally, for students and for faculty.
- Participating in the coming years for the growth of programs, as major chip-making research and manufacturing companies move to southern Taiwan.
- Living and working on Taiwan, known for centuries as *'the Beautiful Isle.'*

Challenges for the next Elementary School Principal include:

- Taking the time to get to know the community and to make a smooth transition.
- Guiding the faculty in adopting effective teaching methods and advocating for programmatic structures that strengthen learning experiences.
- Being a task-driven, detail-oriented, highly organized leader in helping to resolve current areas of concern including fiscal sustainability, curricular alignment.
- Being a visible and vocal steward of the KAS philosophy of education and our unique identity as an educational institution in southern Taiwan.
- Continuing to develop effective admissions and marketing practices.
- Being a willing and active team member in cross-divisional coordination and collaboration, and being an effective partner on the senior leadership team.

Role of the Principal

Instructional Leadership

The principal effectively leads the development, alignment, and execution of a plan of action for monitoring the curriculum and implementing instructional and assessment strategies that enhance learning and teaching.

School Climate

The principal develops and nurtures an internationally minded, balanced, academically rigorous, positive, safe school climate.

Human Resources Leadership

The principal selects, orients, assigns, develops, evaluates, and retains quality instructional and support personnel.

Organizational Management

The principal supports, manages, and oversees the organization, operation, and use of resources for their area of responsibility.

Communication and Community Relations

The principal effectively communicates and collaborates, engaging stakeholders to promote understanding, support, and continuous improvement of the school's programs and services aligned with the school's mission/vision.

Professionalism

The principal demonstrates behavior consistent with legal, ethical, and professional standards, engages in continuous professional development, and contributes to the profession.

APPLICATION PROCESS

November 3, 2023 is the deadline for applications. Candidates should submit the following to Head of School [Jim Laney Jr.](#), in one PDF document:

- Brief letter of application stating reasons for your interest in the position.
- A current CV not to exceed two pages.
- One page statement of philosophy of education and educational leadership.
- List of four referees (one from a current supervisor, which can be provided later).

Salary and benefits will be commensurate with experience and training. Additional information about the school may be found at the KAS website at www.kas.tw.