



# LEADERSHIP SEARCH



## Superintendent American Cooperative School (ACS Calvert) | La Paz, Bolivia

Start Date: August 2026

Application Deadline: June 15, 2025

GRC is proud to support this leadership search, partnering with schools globally to find the right-fit leaders.



## THE POSITION

The American Cooperative School (ACS Calvert) seeks a steadfast and principled Superintendent to lead its diverse community through a transformative period in its journey. Located in the vibrant city of La Paz, Bolivia, ACS is a values-driven institution committed to character, compassion, curiosity, courageous leadership, and community. The school invites applications from leaders who are called to serve—not only as administrators but as moral anchors and builders of culture.



This role presents a distinctive opportunity for a leader who sees education as a vocation: someone who inspires excellence while nurturing the well-being of both students and staff, and who possesses the resilience and clarity of purpose to navigate complexity with grace and integrity. The Superintendent will work closely with the Board of Trustees and the broader community to ensure ACS flourishes as a recognized model of excellence and innovation.

## KEY RESPONSIBILITIES

- **Strategic Leadership:** Lead with conviction and foresight, advancing ACS's mission and values through vision-aligned initiatives that build trust and drive coherence across the school.
- **Operational Oversight:** Ensure sound financial management, human resources, and facilities planning. Maintain the school on its path to financial sustainability.
- **Cultural Stewardship:** Shape a healthy, respectful, and purpose-driven school environment grounded in integrity, accountability, and mutual respect.
- **Academic Excellence:** Promote rigorous, standards-based, and student-centered learning that fosters critical thinking and creativity.
- **Community Engagement:** Build meaningful relationships with parents, staff, students, and external partners; lead with openness, empathy, and clarity.
- **Faculty Empowerment:** Attract, develop, and retain dedicated professionals who exemplify excellence and shared values in their daily practice.
- **Safeguarding & Well-being:** Prioritize student safety and well-being through clear policies and a consistently upheld culture of protection.





## CANDIDATE PROFILE

The ideal candidate will possess:

- **Proven Leadership:** Minimum of 5 years in senior leadership roles in international education.
- **Educational Credentials:** A Masters degree in Education with leadership & administrative experience that is directly related to the responsibilities specified.
- **Moral Authority:** A leadership style rooted in personal integrity, humility, and ethical conviction.
- **Relational Intelligence:** Exceptional communication and interpersonal skills; the ability to unify diverse perspectives and lead thoughtfully through complexity.
- **Global Perspective:** A proven ability to foster an international academic culture and a strong commitment to global citizenship.
- **Resilience & Adaptability:** Confidence in navigating change, strength in decision-making, and the ability to lead calmly during challenging times.
- **Citizenship and language:** Must be a U.S. Citizen and a native speaker of English. Competitive candidates would also have some Spanish language ability.



## ABOUT ACS



## WHO WE ARE

Founded in 1955, the American Cooperative School (known legally as the American Educational Association, and locally as ACS Calvert) is a private, non-profit, non-denominational school offering a rigorous American curriculum for students from Early Childhood through Grade 12. English is the language of instruction, and the majority of the students are bilingual or trilingual, drawing from over a dozen nationalities.

Our current enrollment stands at approximately 582 students:

- 75% Bolivian citizens
- 13% U.S. citizens
- 12% third-country nationals

\* Data for U.S. and third-country citizens includes some Bolivians with dual nationality. Approximately 10% of students pay the “foreign” rate of tuition.

With a student-teacher ratio of 7:1, ACS prioritizes personalized learning, intercultural understanding, and the development of strong moral character.

Nestled in the Andes Mountains, the city of La Paz offers a dynamic cultural landscape and serves as a rich educational backdrop for developing responsible global citizens.



## MISSION

We are a supportive community committed to one another's growth and well-being through transformative English-based American education. We empower learners to be a force for good in an ever-evolving world.

## VISION

A recognized model of excellence and innovation.

## CORE VALUES: (with definitions)

- **Character:** Maintaining the highest standards of moral virtue, personal, and academic integrity.
- **Curiosity:** Continually seeking knowledge, truth, beauty, and a deeper understanding of the world around you.
- **Compassion:** Giving of ourselves to one another, equally and without favor, so we all achieve our highest potential.
- **Community:** Working together to model justice, foster mutual respect, and create a more beautiful world.
- **Courageous leadership:** Boldly inspiring others to model Character, Curiosity, Compassion, and Community, even in the face of adversity.







## ACS LEARNING PRINCIPLES

- Each learner learns differently and at a unique pace.
- Learning begins with connecting with what we already know.
- Learning happens and can best be transferred when it is embedded in authentic contexts, personally relevant and when it is used to address real-world issues in creative ways.
- There is a clear link between emotional well-being and learning, and fear may interrupt learning.
- Practice and effective feedback are essential to acquiring new knowledge and skills.
- Meaning is constructed by learners, not received from the environment.
- Frequent 'testing' and reflection improves memory and creates meaning (testing here means self-checks and formative assessment).
- To learn, we must transfer information from working memory (where it is consciously processed) to long-term memory (where it can be stored and later retrieved).
- Learning is enhanced through connections, communication, and collaboration across diverse perspectives.

## APPLICATION PROCESS

Position Start Date: August 2026

Application Deadline: June 15, 2025

Interested candidates must apply through [www.grcfair.org](http://www.grcfair.org). New users must first register for an account to apply.

Applications should include the following materials by June 15, 2025 :

- Cover letter expressing interest and alignment with ACS's mission
- Current CV/Resume (no photo)
- Three confidential supervisory references, including one from your current post

ACS is committed to safeguarding and promoting the welfare of children. Background checks and reference verification are mandatory for all applicants.