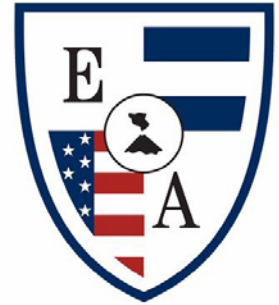


# GENERAL DIRECTOR SEARCH

## ESCUELA AMERICANA

San Salvador, El Salvador  
[amschool.edu.sv](http://amschool.edu.sv)

Start Date: July 2024



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# MISSION STATEMENT

For a Whole Life  
Connect • Create • Explore

# COMMUNITY VALUES

Responsibility, Integrity, Courage, and Kindness

# PHILOSOPHY

Learning is a lifelong journey of connecting experiences, creating meaning, and exploring challenges to be agents of positive change.

The EA whole child is an individual who, guided by our community values and a clear sense of self and well-being, seeks to become a responsible member of society and an active global citizen. The EA whole child will continually strive to improve, be reflective and inquisitive, be accepting and respectful of others, and be genuinely inclined to serve his or her community.

A whole child approach ensures that your child is healthy, safe, engaged, supported, and challenged. This sets the standard for comprehensive, sustainable school improvement and provides for long-term student success.

# AT A GLANCE



Established  
1944



Enrollment  
1,265



Total Faculty  
129



Student-faculty Ratio  
9:1



International Students  
105



Campus size  
35 acres



Sports facilities  
12



Annual operating budget  
\$15.7M

Enrollment in Elementary School: 639  
Enrollment in Secondary School: 626  
Accreditation: New England Association of  
Schools and Colleges (NEASC)

Member School: The Association of American  
Schools of Central America (AASCA),  
supporting and encouraging academic,  
artistic, athletic, and cultural interaction.





## OVERVIEW

Established in 1946, Escuela Americana (EA) is a coeducational, non-sectarian independent PK3 through Grade 12 bilingual school where holistic care and cultivation of each child comes to life with exciting and innovative approaches to teaching. Accredited by the New England Association of Schools and Colleges (NEASC), EA prepares 1,300 students to understand dynamic global perspectives and is served by 130 teachers. Located in the western suburbs, specifically in Colonia San Benito and La Mascota, of San Salvador, the capital city of El Salvador, EA is very proud to offer 35 beautiful acres of open green spaces and gardens where students have a “magical place” to fulfill their education. Escuela Americana is a place where “responsibility, integrity, courage, and kindness” are championed. Filled with thoughtful, passionate adults, EA is united in creating a supportive and challenging community for young people. Benefiting immeasurably from attending a school that leverages advanced technology alongside an expansive, rigorous curriculum, graduates are fully prepared to be effective leaders “For a Whole Life”.

Escuela Americana’s reputation — locally and internationally — is evidence that the school’s deliberate balance of the community with the individual is a means to graduating students poised to change others’ lives for the better. Throughout its history, it has claimed among its graduates many innovative leaders in the San Salvador community and beyond. The strength of the bonds among Escuela Americana alumni are remarkably strong and long-lasting. The school has created an important life-long community and a safe place for learning, nurturing, and exploring.

At this time, Escuela Americana seeks a new General Director who will honor its long-standing traditions, appreciate the culture and history of El Salvador, encourage on-going innovation, and sustain the hallmark exceptional outcomes across divisions and disciplines. Strong candidates will also be able to identify new ways to nurture the school’s vibrant community and to ensure the school maintains its role as a crucible for San Salvador leadership and strong citizenry.



## OPPORTUNITIES AND CHALLENGES

### Opportunities

- A vibrant PK3-12 school of 1,300 students and 208 faculty and staff that is seen as the leading school in the country and a model of best educational practice;
- An attractive and well-maintained campus;
- Facilities encompassing a blend of buildings, outdoor spaces, and core infrastructure managed by an operations and facilities team of over 130, including a 35 person security team;
- A strong enrollment, with waiting lists at several levels;
- A chance for a strong educational leader to continue the process of considerable growth and improvement of the last several years;
- A legacy school with devoted alumni;
- The majority of EA students have been at the school since PK; many are second and third-generation family members;
- A compelling Extension Program (EAX) of language classes that serves the community-at-large at night and on weekends, and is a vital source of revenue;
- Financially strong.

### Challenges:

- Consolidating EA's recent growth, ensuring that all aspects of the infrastructure and resources can support the school's commitment to maintaining its strength and expansion for the future;
- Ensuring that EA's educational programs are integrated, contemporary, innovative, and research-based, and continue to drive continuous improvement to support outstanding achievement of the students;
- As the educational leader of the school, ensuring that the faculty is highly effective, through effective recruitment, ongoing assessment and growth, and effective professional development opportunities;
- Continuing to build a strong sense of community through personal engagement and effective communication with all school constituencies;
- Being an active leader and participant in EA's advancement and outreach efforts to ensure opportunities for future construction and development.





## QUALIFICATIONS AND PERSONAL ATTRIBUTES

The next General Director will:

- Be an experienced Head of School or senior administrative leader;
- Be a dynamic leader, capable of inspiring trust and motivating others and building community;
- Be someone with strong social/emotional intelligence - empathetic, caring, compassionate and supportive;
- Have excellent cultural competency and a respect for Salvadoran culture;
- Possess executive leadership and strategic thinking skills, who is able to manage a large, complex organization;
- Have a passion for education and children;
- Be able to define a compelling vision for teaching and learning, in alignment with a new strategic plan;
- Understand and appreciate the value of inclusion and global citizenship in an independent school setting, not only the San Salvador region, but more broadly in the world at large;
- Possess financial acumen, with a strong understanding of finance and budgeting, including management experience in a complex institution;
- Be a visible, accessible, engaged, student-centered, and responsive presence on campus;
- Possess excellent listening and communication skills;
- Understand and facilitate effective governance practices to work effectively with a strong Board of Trustees;
- Demonstrate a growth mindset and a passion for life-long learning;
- Working proficiency of Spanish desirable.





## SAN SALVADOR, EL SALVADOR

Surrounded by volcanoes and lush greenery, the city of San Salvador serves not only as El Salvador's capital, but is also the largest city in the country, home to over 1 million people. Located in the Valley of the Hammocks, San Salvador is a modern city with rich history, national museums, galleries, monuments, and cultural institutions.

Thanks to its central location, excellent transportation, and access to government services, San Salvador is the heart of El Salvador's commercial, financial, and industrial sector. There is no shortage of things to do in the city, with an exuberant nightlight, contemporary dining, local boutiques, and Mayan ruins. San Salvador is an outdoor enthusiast's paradise with 200 miles of coastline and more than 20 volcanoes. Whether individuals would like to hike through the Cerro Verde National Park, try surfing, or learn about traditional cacao farming, there is a cultural experience for everyone to enjoy in San Salvador.



# LEARN MORE

Click on the links below to learn more about Escuela Americana.

[School Website](#)

[Community and Culture](#)

[Strategic Plan](#)

[School Profile](#)

[Virtual Campus Tour](#)

[College Matriculation](#)



## TO APPLY

Interested candidates are invited to contact consultants Rhonda Durham, John Chandler, and/or Ji Han in confidence and should submit the following materials electronically in **one email** and as **separate** documents (preferably **PDFs**) that are **titled**, beginning with candidate's last, first name and date (Example: Doe, John, Resume 2-15-23):

- A cover letter expressing interest in this particular position;
- A current résumé;
- A statement of leadership practice and accomplishment, blending educational beliefs with one's leadership track record; and
- A list of five professional references with name, phone number, and email address of each. (References will not be contacted without the candidate's permission.)

Selected candidates will also be asked to provide responses to writing prompts specific to this position.

### **Rhonda Durham**

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### **John Chandler**

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