

# UPPER SCHOOL DIRECTOR SEARCH

## AMERICAN SCHOOL OF PARIS

Saint Cloud, France

[asparis.org](http://asparis.org)

Start Date: July 2024



AMERICAN SCHOOL  
OF PARIS

*founded 1946*



Carney  
Sandoe  
& ASSOCIATES

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

# Mission Statement

The American School of Paris is a vibrant, international, family-oriented community. Our mission is to inspire and prepare every student to achieve personal and academic excellence as an engaged global citizen by providing a challenging, innovative program within a compassionate environment.

## At a Glance



Established  
1946



Upper School enrollment  
367



Student-teacher ratio  
8:1



Campus size  
12 acres



Nationalities represented in  
the student body  
65+



Faculty in the Upper School  
55



Nationalities represented in  
the faculty  
26



Faculty with advanced degrees  
74%

Total enrollment: 814

Languages spoken: 34

Total faculty and staff: 189

Average class size: 18

Annual Fund – 100-200k Euros

Annual operating budget – 37M Euros

After-school activities: 60+

Athletic teams: 30+





## Overview

The American School of Paris (ASP) is the leading international school in the Paris region offering an American education with a focus on academic excellence and holistic education to a community that greatly values its diversity, with students representing over 65 countries. ASP is the only school in Paris that offers several educational pathways including the [IB diploma](#), [Advanced Placement](#) courses, and college preparatory classes. Graduates attend prestigious American and international universities, and benefit from the largest campus in Paris, highly experienced faculty, and dedicated student support services.

ASP distinguishes itself in its commitment to student agency and voice - students are active members of the faculty curriculum committee, direct plays and engage in service learning. The School fosters a holistic, family-oriented approach to education and values both academic rigor and personal development for its students. They offer a comprehensive choice of programs and real-world opportunities for their students, ensuring that their students succeed well beyond their time at ASP. Current students also benefit from a far-reaching alumni network that remains connected to the school through programs such as an annual visiting writer program that has brought writers such as Zadie Smith and Tracy K Smith to campus.

With the impending retirement of the long-time Director of Upper School, Aaron Hubbard, ASP seeks an experienced international educator with a passion for supporting the needs of a diverse student body and a dedicated faculty at one of the most well-respected schools in Europe. They will have the opportunity to build upon Aaron's solid leadership as well as shape the next phase of ASP in a well-resourced and stunning campus with a dedicated community as a partner.



## Opportunities and Challenges

**Supporting Transition and Change.** This is an exciting moment for the school - the coming year will bring ASP a new Head of School as well as a new Lower School Head. The incoming Upper School Head's success will depend on their capacity to take the time to build relationships, listen deeply and seek understanding. The upper school community seeks a trusted partner as well as an inspiring guide as it considers a shared vision for the future of the division and comes together to shape the next chapter in the school's history.

**Nurturing an Experienced and Committed Faculty.** ASP benefits from a long-serving, successful faculty that enjoys a high degree of autonomy. They seek an innovative and inspiring leader with a strong pedagogical background who will support their growth as educators with professional development opportunities as well as provide the balance between agency and accountability that fits the culture of the school.

**Continuing to Align and Refine Program and Systems.** The incoming Upper School Head will have the opportunity to build on the success of the current program that spans both the Advanced Placement and International Baccalaureate curricula. They will partner with the upper school faculty to align, streamline, and communicate program elements as well as processes.

**Navigating Work Environment Regulations.** The incoming Upper School Head will benefit from an understanding of the nuances of leading in a school where labor laws offer protections for employees and a high expectation for a 'democratic' approach to leadership. An effective leader will seek collaboration, excel at planning, and value excellent communication.





## Qualifications and Personal Attributes

- An approachable, empathetic, and collaborative leader with experience in international schools;
- Proficiency in French is not required, but will be an advantage;
- A learning leader – understands and models effective teaching and learning; staying abreast of current educational research and trends; taking the time to assess in collaboration with faculty which ones will serve students best at ASP, Able to motivate and inspire a strong and experienced faculty and partner with parents on behalf of students;
- Actively builds meaningful relationships with students and truly appreciates the unique challenges and joys of adolescence;
- Organized and able to manage the day-to-day running of a complex organization efficiently and able to use technology as tool in managing operational tasks;
- Deeply committed to Upper School education, and committed to a student-focused, inclusive approach that prioritizes student voice and agency;
- An effective communicator, confident to speak publicly, write for a variety of audiences, and share information to ensure the community feels connected with the work of the school;
- Commitment to diversity, equity, inclusion and belonging, and understands this work as an ongoing journey.

## Paris, France

Paris, the “city of light”, is widely recognized as one of the world’s most cosmopolitan and international cities. From haute cuisine to high fashion and the arts, Paris has long set the standards for modern style and aesthetics. Paris’ monument-lined boulevards, museums, classical bistros, and boutiques are enhanced by a new wave of multimedia galleries, creative wine bars, design shops, and tech start-ups. This sophistication, coupled with a strong and diversified economy, makes Paris attractive for permanent residents as well as tourists from around the world.



France's reputation for its cuisine precedes it, and whether one seeks a cozy neighborhood bistro or a triple-Michelin-starred temple to gastronomy, every establishment prides itself on exquisite preparation and presentation of quality produce. Its reputation for style and fashion is also well-known, remaining at the forefront of international trends and home to both emerging and established designer boutiques.

Paris is one of the world's great art repositories, harboring treasures from antiquity onwards. In addition to major museums like the incomparable Louvre, the Musée d'Orsay's exceptional impressionist collection, and the Centre Pompidou's cache of modern and contemporary art, scores of smaller museums showcase every imaginable genre, a diverse range of venues mount major exhibitions through to offbeat installations, and there's also the city's vibrant street art.

The capital of France and the country's most populous city, "Grand Paris" — which refers to the commune as well as its nearest suburbs — is the economic hub of France, producing 31% of the nation's gross domestic product. In addition to serving as the epicenter for banking and finance in France, Paris has seen recent growth in high-value IT and financial services as high-tech research and manufacturing (in particular, aeronautics, automobiles, and "eco" industries) have taken hold. The city is also a major transportation hub, with two international airports and the second-largest subway system in Europe carrying over five million passengers daily.

Finally, the cloud-piercing, wrought-iron Eiffel Tower, broad Arc de Triomphe guarding the glamorous avenue des Champs-Élysées, lamplit bridges spanning the Seine, and art nouveau cafés' wicker-chair-lined terraces are just some of the enduring Parisian emblems. Parisians and expats alike remark that the city is a truly extraordinary place to call home.



# Learn More

Click on the links below to learn more about American School of Paris.

[School Website](#)

[Upper School Academics](#)

[Virtual Campus Tour](#)

[College Matriculation](#)

[Diversity, Equity, Inclusion, and Justice](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A statement of educational or leadership philosophy and practice;
- A Candidate Questionnaire provided by the consultants
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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