

HEAD OF SCHOOL SEARCH

AMERICAN UNITED SCHOOL OF KUWAIT

Sabah Al Salem, Kuwait

aus.edu.kw

Start Date: August 2025 or August 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

- Promote creativity & collaboration
- Challenge academic growth
- Embrace our diverse community
- Enhance student learning through technology

Vision

To provide an outstanding American education that enables students to be inspired lifelong learners and responsible global citizens.

At a Glance



Established
2013



Total enrollment
1,200+



Total faculty
178



Student-faculty Ratio
1:12 Elementary;
1:15 Secondary



Nationalities represented in
student body
48



Faculty with advanced degrees
52% ES;
48% SS



Sports teams
57



Campus size
37,024
square meters



Overview

The American United School of Kuwait (AUS) in Sabah Al Salem, Kuwait, is a vibrant school community that is now seeking their next Head of School to lead the way forward. Priding itself as a community of learners fostering creativity, collaboration, and academic growth, AUS provides a nurturing environment where students from diverse backgrounds thrive. The school mission is to enhance learning through technology and its vision of inspiring lifelong learners and responsible global citizens underscore its dedication to holistic education. The next Head of School will inherit a thriving school with eager students, a supportive parent body and dedicated faculty, and a visionary Board of Trustees all who stand ready for the next exciting chapter in AUS's history.

Established in 2013, AUS has grown into a vibrant community with over 1,200 students from Pre-kindergarten through Grade 12, with 48 nationalities represented, and reflecting the broader Kuwaiti community. AUS is proud of its strong sense of community, where faculty, administrators, students, and families work together to create a supportive learning environment. Teachers are highly qualified, many with advanced degrees, and they are trusted to innovate and excel, backed by a variety of professional development opportunities.

The school boasts state-of-the-art learning spaces and facilities reflecting the school's strong commitment to academic and extracurricular pursuits. AUS students are inspired to learn through a pedagogy that emphasizes collaboration and student agency, motivating them towards academic and personal growth. From competitive athletics to robotics and fine arts, AUS provides a platform for students to excel and develop leadership skills while also learning to explore and celebrate their own identities and those of their diverse group of peers. The school offers an American college preparatory education, following the Common Core standards. Advanced Placement courses and electives equip students with the necessary skills to be successful in their future academic endeavors. The school developed a definition of high-quality learning which constitutes the underpinnings of the academic pedagogy and provides a framework for the academic program and goals of the school: It reads:

At AUS, we prioritize high-quality teaching and learning through student-driven experiences that align with our mission and guiding principles. Our approach fosters a sense of safety and belonging, embraces creativity, and challenges academic growth. Teachers use research-based instructional strategies to engage students in meaningful learning, inspiring them to become lifelong learners and responsible global citizens."

In 2018, AUS achieved a significant milestone by receiving a CIS/MSA 10-year dual accreditation, and very recently, in March 2025, the school was re-accredited by both agencies.



The campus is located in Sabah Al Salem, a well-established residential district in Kuwait. The area is home to several private schools and offers a growing mix of community and commercial services. AUS was founded to provide an educational option that stands apart from other local schools for its commitment to academic excellence, social justice, diversity and inclusion. Recognizing that its students will be the next generation of global leaders, AUS aims to be an educational environment that is innovative, energetic and constantly evolving, providing students with various opportunities to explore their talents and interests and learn about global citizenship. The faculty, administrators and trustees of AUS are united in their values, and they work together to create a school community that is supportive, creative and purposeful.

As a relatively young school, AUS is at a very positive point in its history in which to accelerate its commitment and plans to provide top quality education in Kuwait. Building on AUS's strong foundation and past success, the Head of School role will encompass strategic leadership, fostering a culture of continuous improvement, and driving initiatives that align with the school's mission and vision, including enhancing the academic programs, expanding extracurricular offerings, and strengthening community engagement towards a cohesive vision. To this end, AUS seeks an experienced strategic thinker and highly relational educational leader who will inspire, guide and connect with this vibrant community. The next leader will be an individual with a passion for the mission of AUS and one who leads both from the heart and from the mind. The ideal candidate is one who is visionary, collaborative, enthusiastic and entrepreneurial. With a strong commitment to and experience with an American style of education, equipped with the support of the Board of Trustees and all community members and with substantial resources, the next Head of School will be empowered to build a plan for future growth both in and out of the classroom for both students and adults. This is truly an extraordinary opportunity to lead a dynamic institution poised for growth and innovation.

Challenges and Opportunities

The specific opportunities and challenges ahead include:

Energize a Cohesive and Collaborative School Culture

Students and adults alike express a strong sense of community and a close-knit environment. Parents, students and faculty are committed to the school and are eager to work in partnership with the administration and Board of Trustees to build on its existing mission and strategic priorities towards an intentionally positive, inclusive, cohesive and collaborative learning community. Operating in Kuwait requires a nuanced understanding of local customs and traditions, and balancing the American curriculum with respect for Kuwaiti culture and values is essential. The Head of School will be an engaged and visible presence in the life of the school, demonstrating cultural competence and respect for local cultures, actively seeking authentic relationships, building upon current opportunities for students, parents, faculty and staff to get involved and deepen their pride in the school.



Strengthen Excellence in Teaching and Learning

With a high-quality American curriculum aligned with international standards, students are exposed to academics, arts, sports and extracurricular activities, along with expanded opportunities such as model United Nations, robotics, coaching in sports programs, and international exchanges to help students grow as global citizens. The next Head of School will be a knowledgeable educator who will focus on systems and structures to meet individual learning needs to enable each student from PreK-12 to reach their potential. Through multi-tiered systems of support, the targeted use of student learning data, and the alignment of curriculum, instruction and assessment practices, AUS is well positioned to serve the diverse learning needs of every student in every classroom and to prepare them for advanced academic programs and global competitiveness.

Leverage Operational and Strategic Excellence

As AUS continues to grow, setting the right strategic priorities will be important for the future of the school. Developing appropriate schoolwide policies, equitable recruitment and retention practices, professional appraisal accountability, consistent implementation of school policies and clear and transparent communication channels are all aspects of organizational health that will motivate the already dedicated and talented faculty and staff.

Inspire Leadership in Others

The next Head of School will serve as a leader of other leaders, modeling ethical and inspirational excellence in leadership, strategic thinking, and collaborative exploration of ideas. They will be a thought partner with the Board of Trustees in all aspects of institutional planning, operational management, accountability and innovation. Leadership development of leaders across all academic and professional divisions of the school will be a key component of the work for the next Head of School. Finally, the culture of student leadership empowerment is paramount to AUS and the Head of School will be intentional in efforts to teach students to take an active role in shaping the school culture and their learning experiences.



Qualifications and Personal Attributes

Successful candidates will demonstrate most of the following qualifications and attributes:

- Proven leadership experience as a Head of School or senior administrator preferably in an international K-12 school setting.
- An advanced degree in Education, Educational Administration, or a related field.
- A confident community-builder whose style is collaborative and decisive when necessary, demonstrating approachability, trustworthiness, as well as a commitment to honoring multiple perspectives.
- Demonstrated success in strategic planning, operational and financial management of an educational organization.
- Successful experience in recruiting, developing and retaining talented, diverse, and mission aligned faculty and staff.
- Depth of experience in implementing a contemporary approach to curriculum, instruction, and assessment in a diverse school setting with multicultural and multilingual population.
- An approachable and collaborative leadership style that genuinely invites and respects the perspectives of others, works collaboratively and transparently with the Board of Trustees, and builds a culture of trust.
- Proven success in supporting the professional growth and development of faculty, staff, and administration.
- A clear communicator, both in writing and as a public speaker, with the ability to listen and connect authentically and effectively with multiple stakeholders in a large, complex community setting.
- Eagerness to engage as an active, visible, enthusiastic presence in the life of the school and as a role model in demonstrating creativity, curiosity, and an infectious passion for learning.
- Sophisticated cultural competence to respectfully navigate diverse cultural and social situations and to foster understanding and appreciation of diversity in the school community.
- A growth mindset, and a genuine passion for students and education.

Learn More

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

[School Website](#)

[School Profile](#)

[Strategic Plan](#)

[About Kuwait](#)

[School Tours](#)



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 interest in this particular position;
- A current résumé;
- A statement of educational philosophy;
- Candidates must indicate if they are applying for either 2025 or 2026;
- 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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