

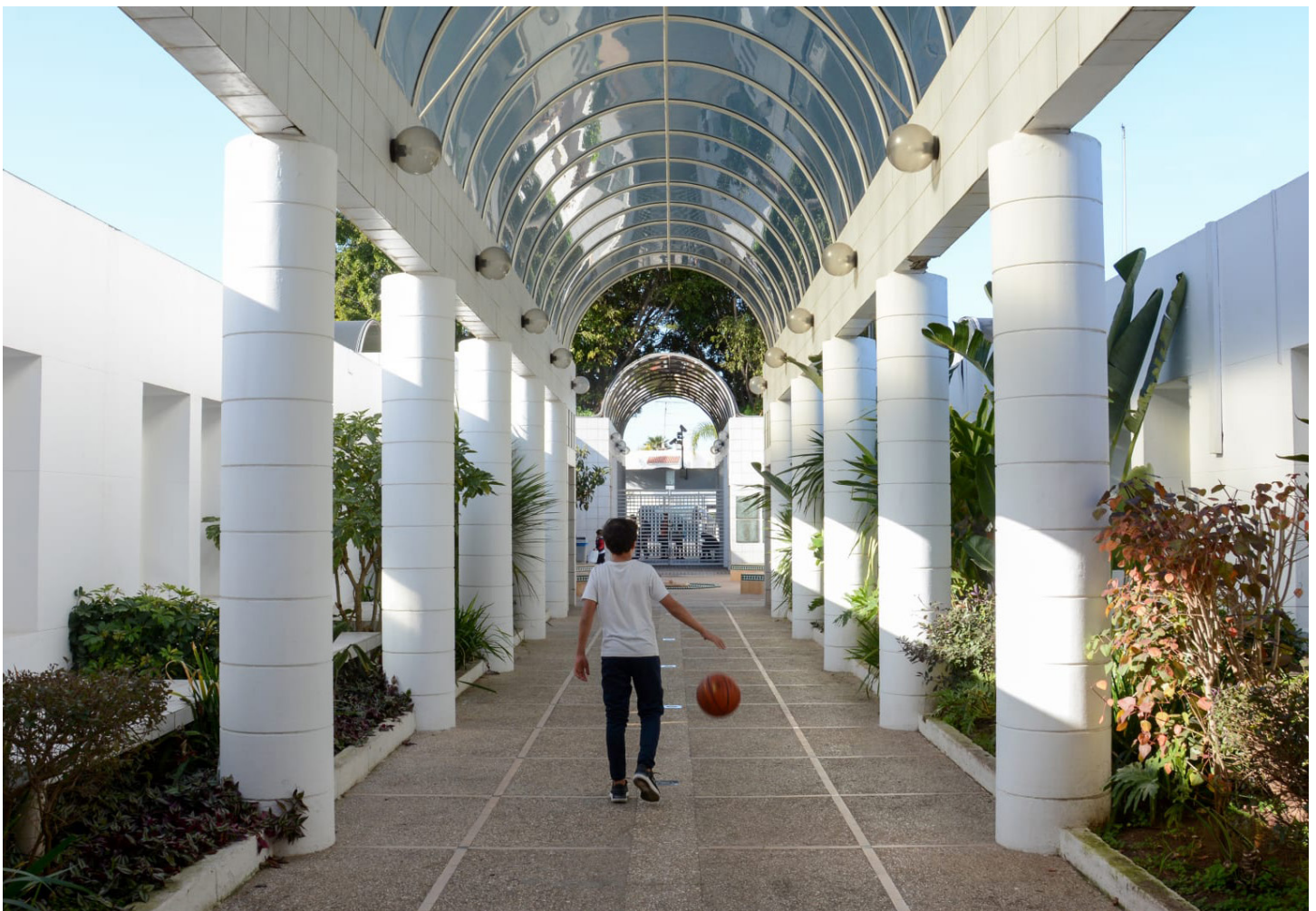
DIRECTOR SEARCH

CASABLANCA AMERICAN SCHOOL

Casablanca, Morocco

cas.ac.ma

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Casablanca American School provides a university preparatory program through a rigorous American and international curriculum in a culturally diverse and open-minded learning community. We nurture the whole child, equipping students with the skills to thrive in a dynamic, globalized world, while fostering their environmental and social consciousness.

Core Values

Excellence | Integrity | Community Service | Respect | Responsibility

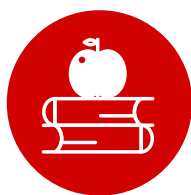
At a Glance



Established
1973



Enrollment
676



IB courses offered
20+



Campus size
19.925 sq.m



Nationalities represented
in the student body
27



Total faculty
95

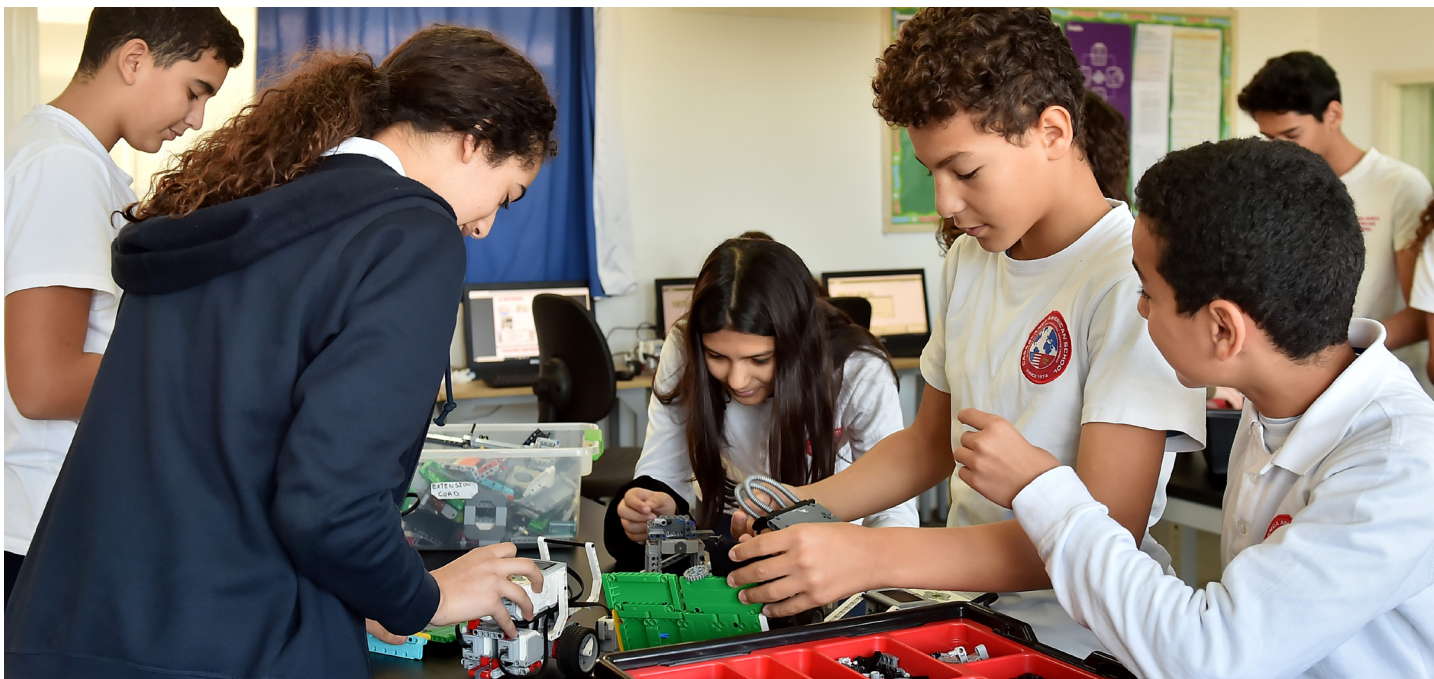


Faculty with advanced degrees
32%

Percentage of host country nationals in student body: 49%

Nationalities represented in the faculty: 40% from the U.S.; 35% from Morocco; 25% from Canada, France, and other

1st Full IB Diploma Programme in North Africa
Student/teacher ratio: Nursery-Pre-First: 20:2;
First- Sixth: 22:2; Seventh- Twelfth: 20:1
Reserve fund: \$2M
Annual operating budget: \$9.2M



Overview

Established in 1973 as a K-8 institution by the Goodyear Corporation in cooperation with the American Consulate General of Casablanca, in 1984 CAS expanded to include a secondary school, grades 9-12, and added a combined nursery-kindergarten program. Since 1989 CAS has been in its present location in California. The school has grown from its humble beginning in a villa by the sea to a sprawling campus standing on 50 years of excellence. Despite its growth through the years, CAS has remained a close community-focused school where parents and students alike feel welcome every day. School community members are proud of the excellent teachers, American system of education and teaching, mixture of local and international students, and the family spirit of the school.

CAS currently serves about 700 students in grades PK-12. Accredited by the New England Association of Schools and Colleges, CAS has been offering the IB Diploma Program since 1986 and is recognized as being the first IB Diploma school in North Africa. CAS is a US State Department Assisted School, a member of ECIS (the Educational Collaborative for International Schools) and MAIS (the Mediterranean Association of International Schools).

Casablanca American School is governed by a Board of six members, one of whom is always a representative of the US Consulate General in Casablanca. The school's Director is the seventh, non-voting member.

A young, modern city that serves as the economic and cultural hub of Morocco, Casablanca boasts a Mediterranean climate, low cost of living and political stability. The main language is Arabic with French and English also spoken. As one teacher commented the country is, "a place that invites you to explore it, to know it, to feel it, so make sure you pack your trekking shoes and explorer's mindset."

With an exciting future ahead, CAS seeks a Director to begin employment in July 2024. The ideal candidate will be well versed in the American educational system and the IBDP and will be an exceptional educator, manager, and leader who is eager to embrace and advance the School's mission.



Opportunities and Challenges

Implementation of a viable strategic plan to guide school into the future.

With a rich and varied history, a devoted alumni network, and strong parental support, Casablanca American School has built a solid educational foundation for the past 50 years. The next Director will be charged executing the next strategic plan that will affirm the school 's premiere position as the school of choice in Casablanca.

Shaping and articulating a shared and rigorous academic vision.

Casablanca American School values rigorous academic achievement and an educational program that prepares students for the 21st century. Evidenced by strong college acceptances, and exceptional community support, students engage in an American college preparatory curriculum and the highly regarded IB Diploma program. The next Director, using current research and collaborating with leadership and faculty, will develop and implement a comprehensive K-12 academic vision which creates alignment between school divisions and ensures continuity and coherence across grade levels and subject areas. An integral part of this will include continued work on developing the written curriculum and exceptional instruction in all subject areas, as well as a focus on developing social and emotional capacity.

Recruit, develop, and retain mission-aligned faculty.

Many of Casablanca's faculty have been with the school for years and love its cultural diversity, valued traditions, and warm, friendly atmosphere. The new Director will need a strategic framework to recruit and retain faculty which will include a system for appraisal and the professional growth for all faculty and staff, including coaching for senior leaders. The next Director will encourage and support collaboration across the school, emphasizing teamwork in pursuit of a shared educational vision.



Ensure financial sustainability and execute campus renovation projects.

In partnership with the Board, the next Director will align resources to support the Mission and the strategic initiatives and manage costs to ensure a robust and balanced budget. The Director will collaborate with the Board to complete and carry out a new master facilities plan which includes renovations to the existing campus and optimizing the use of space to align with educational needs.

Engage and strengthen community.

The next leader will create opportunities to develop agreed upon norms of communication and a shared sense of purpose, in alignment with the Mission. The Director will support the community in negotiating change management through careful listening, relationship building, intercultural awareness, and respectful acknowledgement of the school's history. An important aspect of this will be systemizing communications to keep the community informed about the school program and activities, issues and decisions.

Qualifications and Personal Attributes

Casablanca American School is seeking in its next Director an innovative, experienced, and inspiring educational leader who fully embraces the school's mission and vision and eagerly intends to make a long-term commitment to the position. The next Head of School will possess most or all of the following qualifications and qualities:

- An experienced educational leader with a proven background in curriculum and pedagogy, who has successfully served as head of school and led a school to its vision of academic excellence;
- Suitable degrees in educational leadership preferred;



- A culturally competent leader who is open to developing a strong understanding of the Moroccan culture and fully embrace the rich and historical local customs and traditions;
- A community builder who enjoys being an active and visible presence in the life of the school as a foundation for strong, supportive relationships with all community members;
- The ability to think strategically, articulate vision and strategy, and manage the systems and processes necessary to implement the Casablanca American School's strategic plan;
- The ability to engage in courageous conversations to support and unite the community around a common and compelling vision;
- An open, approachable, and responsive leadership style that genuinely invites and respects the perspectives and views of others and builds a culture of trust;
- An ability to calmly make difficult decisions, when necessary, communicating with diplomacy, and transparency, to ensure community engagement and buy-in;
- Experience in and proven ability in managing financial resources thoughtfully and intentionally, with dedicated commitment to fostering a culture of excellence;
- Experience in recruiting, retaining, supporting and developing the growth of talented faculty, staff, and administration.

Learn More

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

[School Website](#)

[School Profile](#)

[School History](#)

[Living in Casablanca](#)

[College Matriculation](#)



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 no more than two pages of educational and leadership philosophy and practice;
- 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:

John Chandler

Senior Consultant

john.chandler@carneysandoe.com

Art Charles

Senior Consultant

art.charles@carneysandoe.com

Dr. Deborah Welch

Senior Consultant

deb.welch@carneysandoe.com