

HEAD OF SCHOOL SEARCH

KAOHSIUNG AMERICAN SCHOOL

Kaohsiung City, Taiwan

kas.tw

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Kaohsiung American School challenges students to achieve academic excellence and prepares them to be Balanced Individuals, Independent Learners, and Global Citizens.

At a Glance



Established
1989



Enrollment
791



Total faculty
151



Student-teacher ratio
7.8:1



Nationalities represented
in the student body
36



Faculty with advanced degrees
85%



Campus size
7 acres

Nationalities represented in the faculty: USA,
Taiwan, Canada
Annual operating budget (SY 2025-2026):
TW \$424M / US \$14M

Athletic teams: 8
Participation in student clubs: 90%
Participation in visual or performing art clubs: 62%



Overview

KAS is a private, non-profit, American international school serving approximately 800 students from Pre-Kindergarten through Grade 12, supported by a team of about 150 dedicated faculty and staff members. The school's mission *challenges students to achieve academic excellence and prepares them to be Balanced Individuals, Independent Learners, and Global Citizens*. The school's core values include: Belonging, Personalized Learning, Stewardship, Wellbeing and Excellence. The school is committed to the principles of DEIJ.

Established in 1989, KAS is accredited by WASC and is an IB World School, offering the IB Diploma Program and the IB Middle Years Program. With a commitment to holistic education, KAS offers a rigorous academic program that equally emphasizes the arts and athletics. In addition to its academic offerings, students can avail themselves of more than 50 extracurricular clubs, activities and sports offerings. As the first LEED-certified school in Taiwan, the school's facilities, including the academic building and the Thomas Farrell Athletic Complex, are outstanding. They include a 400-seat auditorium, five science labs and an elementary school makerspace.

Kaohsiung is rapidly transforming into a global center for artificial intelligence. TSMC, the world's leading IC foundry, is constructing five cutting-edge fabrication facilities in the city, largely focused on AI applications. Nvidia is also establishing a major research center in Kaohsiung. Beyond its industrial and technological advancements, Kaohsiung is flourishing culturally as well. The National Kaohsiung Center for the Arts was recognized by Time magazine as one of the World's 100 Greatest Places in 2019.

Kaohsiung American School is governed by a committed and supportive Board of ten members. The school's Head is a non-voting member. Its Board of Directors is committed to KAS becoming one of the premier international schools in Asia.

The school is seeking a dynamic and visionary educational leader who values the importance of providing a holistic education for students.



Opportunities and Challenges

Opportunities for the next Head of School include:

- Leading a vibrant, inclusive school that everyone feels has great potential;
- Working with a Board of Directors that is committed to KAS becoming one of the premier international schools in Asia;
- Being the educational leader of an IB World School with a commitment to a balanced, holistic education for its students;
- Recruiting, leading and retaining a committed teaching staff that takes pride in growing professionally;
- Continuing the commitment to DEI as well as its commitment to openness through the Faculty Advisory Council and the community feedback survey;
- Building on the recommendations from the WASC self-study and IB re-authorization process
- Sharing in a warm and dynamic school community, with a supportive parent group;
- Taking advantage of the school's spacious and modern campus and facilities to provide the best learning opportunities for KAS students;
- Living and working in the vibrant city of Kaohsiung, with its rich history and culture.

Challenges for the next Head of School include:

- In collaboration with the Board, planning for KAS's sustainability in the future through efficient management of personnel and resources;
- Taking the time to learn about the culture of the school and being a visible presence who affirms its values to its internal and external communities;
- Ensuring that there are strong channels of communication within the school community and between the faculty and administration and the Board and parent community;
- Recruiting the strongest possible faculty and staff, and leading KAS's professional development program in order to retain a strong teaching staff;
- Leading the ongoing development of KAS's educational program to serve the learning and socio-emotional needs of all the students admitted to KAS.



Qualifications and Personal Attributes

Professional Qualifications

- Advanced degree in educational leadership, administration, or a related field;
- Proven experience as a school director, head of school, or principal in a high-performing private or international school;
- Strong understanding of international education standards, accreditation processes, and best practices;
- Strength in recruiting, hiring, supporting, leading, and retaining talented, broadly diverse, and mission-aligned faculty and staff members;
- Financial acumen and ability to oversee significant budgets and strategic planning;
- Excellent communication, cultural competency, and relationship-building skills;
- Demonstrated success in leading change and school improvement initiatives;
- Commitment to fostering a culture that inspires curiosity, creativity, and continuous learning;

Leadership Style and Personal Qualities

- A strategic and innovative thinker who understands the interplay of internal and external systems, constituents, and priorities;
- A community-builder whose style is collaborative when possible and decisive when necessary, demonstrating approachability, responsiveness, trustworthiness, and transparency as well as a commitment to respecting multiple perspectives;
- A strong communicator, who is also a good listener;
- A history of thoughtful innovation and a sensitive approach to change;
- The confidence to provide strong leadership, paired with the humility to advocate for new ideas, invite alternative perspectives, welcome feedback, and engage in challenging conversations with grace;
- Warm and approachable demeanor and the ability to communicate with clarity in order to engage and inspire a wide range of audiences;
- Curiosity and a high degree of cultural competency;
- The courage to make difficult choices, upholding the highest standards of integrity; and,
- A visible presence, eager to engage actively and joyfully with students, parents, and faculty and staff and a willingness to prioritize visibility amidst the demands of a busy professional schedule.

Consultant's Notes

The consultant recently visited Taiwan, Kaohsiung and KAS for the first time. He was impressed with how green, clean and safe the city and country are, as well as how friendly and eco-respectful the Taiwanese people are. In addition, he heard the following positive comments about the school:

- *"Our children are encouraged to think for themselves."* (parent)
- *"KAS is a place where students get to express their ideas and listen to teachers' ideas."* (MS student)
- *"There is a lot of joy in our classrooms"* (administrator)
- *"We have really dedicated teachers who try their best."* (teacher)
- *"Our school is like a family – it's interconnected. We're like the Dragon Family."* (HS student)

Learn More

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

[School Website](#)

[Beloved Kaohsiung](#)

[Strategic Vision](#)

[About Kaohsiung City, Taiwan](#)

[School Profile](#)

To Apply

Interested and qualified candidates are invited to contact the consultant 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;
- Statement of educational 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:

Dr. Art Charles

Senior Consultant

art.chartles@carneysandoe.com