

SUPERINTENDENT SEARCH

XCL WORLD ACADEMY

Singapore

xaa.edu.sg

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

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Mission Statement

XCL American Academy's mission is to provide high quality international American educational experiences and opportunities to international students in Singapore. The school endeavors to make the school accessible to all by focusing on what really matters to its students and parents.

Vision

XCL American Academy is Singapore's newest American International School.

XCL American Academy values its students as individuals and strives to help them reach their full potential. Strong academic and pastoral care encourages students to build confidence, stretch their abilities, dare to dream, achieve their goals, and reach their ambitions.

The school's aim is to create happy, successful, independent learners who thrive on new experiences and can pursue their goals with confidence. Whoever they are, or dream of becoming, the American Academy is there to inspire curiosity, intellectual growth, creativity, and passion.

At a Glance



Established
2022



Enrollment
170



Student-teacher ratio:
6:1



Total faculty
33



Faculty with advanced degrees
14

Annual operating budget: Approximately
\$10 million

Campus size: XAA's new facility will accommodate
up to ~1400 seats. The Gross Floor Area
(GFA) is ~12,000sqm.



Overview

XCL American Academy (XAA), an XCL International School in Singapore is seeking a new **Superintendent** for the academic year starting **July 2024**. This is an exceptional opportunity to lead and grow an American school which offers authentic American education from Nursery to Grade 8 in the highly competitive international school landscape in Singapore. Situated in Yishun, the XAA campus is surrounded by nature and beautiful scenery, yet it is only 20 minutes away from Singapore City center.

XAA welcomed its first cohort of students in August 2022, and is the third international school to offer an American international education for children aged 2 – 14, focusing on student engagement, excellent teaching, and subject variety, while also emphasizing hands-on, real-world learning experiences as a crucial component of XAA's curriculum.

Starting in elementary school, students participate in the PioneerTown Program — a unique experiential, large-scale simulation of a town, whereby young learners can engage in role-playing and take on different responsibilities in a self-contained economy, learning essential concepts such as economics, business, negotiation, innovation, leadership, sales and commerce.

New, purpose-built campus facilities are slated to open in January 2024, featuring a three-story library, a multi-purpose gym, specialist classrooms equipped with the latest educational technology, and a specially designed PioneerTown area for entrepreneurship and experiential learning.

Students graduating from XAA will automatically matriculate into XCL Education's IB Flagship School, XCL World Academy, which offers both the Advanced Program (AP) and the IB Diploma Program (IBDP) graduation pathways.

Currently serving about 170 students, XAA is expected to welcome a total of 220 students by the end of the current academic year, with an eventual enrolment of 1,500 students.



Opportunities and Challenges

The next Superintendent of XAA will have the opportunity to work with a committed, excited and energetic group of faculty members who feel a sense of pride and team accomplishment from starting a school from nothing. They are excited about the opportunities for growth for the school based on the solid foundation that have laid and look forward to moving into the school's new facilities in January 2024. A diverse group of educators from both the US and international schools, they feel a close sense of community. As one teacher stated, "We know all the families and their names."

At the same time, the next Superintendent will face some challenges moving this new school forward: attention needs to be paid to a consistent approach to curriculum across the grades; students who enter the school with little or no English need additional support; parents who tend to be overly involved will need attention and reassurance; and, the school community will need to be led through the accreditation self-study process.



Qualifications and Personal Attributes

The successful candidate will take over leadership of XAA from Mrs. Tammy Murphy, who will continue to serve as the CEO of XCL Education's international schools in Singapore and Head of School for XCL World Academy. The next Superintendent will have the opportunity to grow student numbers and shape the school's strategic focus over the next several years, and will be required to fulfill the following qualifications:

- a particular knowledge of and experience with student development at the pre-school and elementary and middle school levels;
- a commitment to student-centered, learning-focused leadership;
- experience with marketing and growing a school in terms of student numbers;
- a visible leader who loves children and will engage with teachers and students in the classrooms and at activities;
- experience with diverse student population and different cultures;
- a decision-maker but willing to listen to others; a team player;
- an openness to new ideas and willing to try them out; a risk-taker;
- a willingness to commit for a significant period of time.

Learn More

Click on the links below to learn more about XCL American Academy.

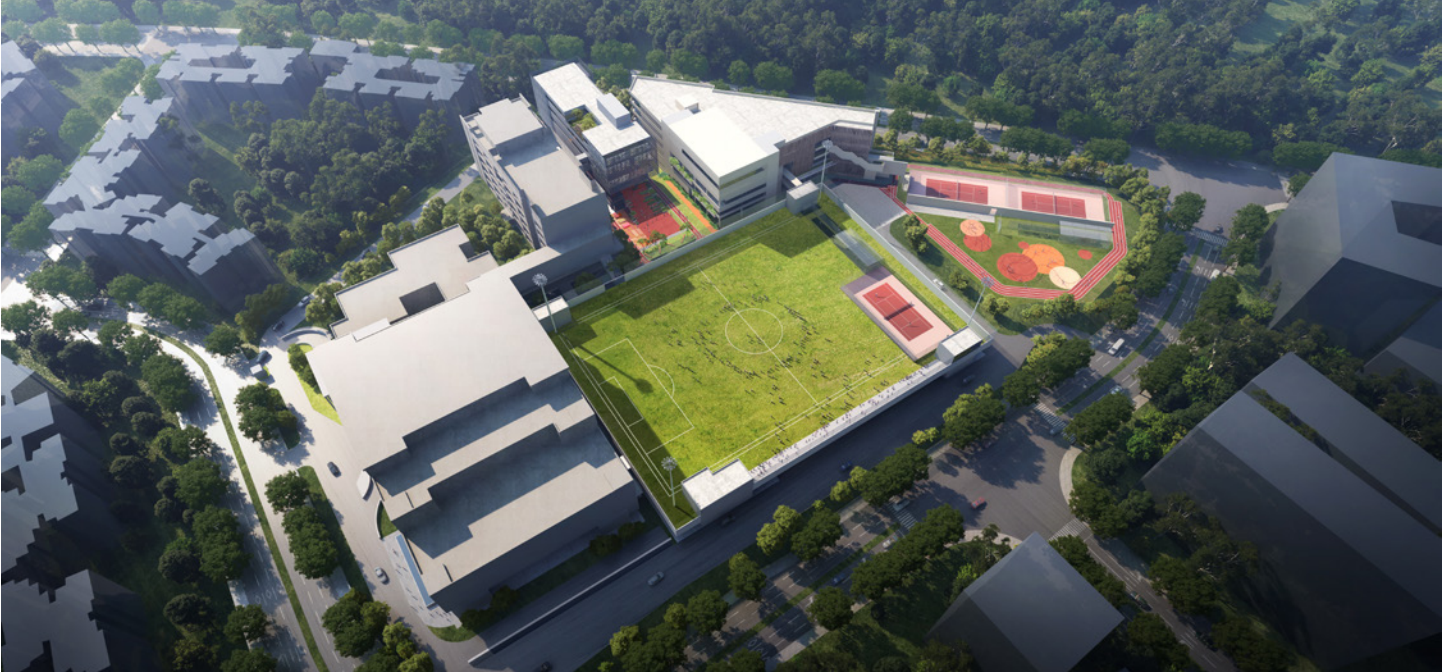
[School Website](#)

[Pioneer Town Program](#)

[Campus Plan](#)

[About Singapore](#)

[About XCL Education](#)



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 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:

Art Charles

Senior Consultant

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