



# Leadership **Search**

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## High School Principal

*American Embassy School, New Delhi, India*

**Application Deadline:** *November 9, 2026*

**Start Date:** *July 2027*



American Embassy School  
New Delhi

*Search Associates and American Embassy School have partnered for this search*

# The Position

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## Overview

The American Embassy School in New Delhi seeks a dynamic and experienced educational leader to serve as High School Principal beginning in July 2027. The successful candidate will bring a strong understanding of effective instructional practices, a deep commitment to student well-being, and a passion for fostering inclusive, engaging, and academically challenging learning environments. This individual will lead with clarity, warmth, and collaboration, ensuring that AES's High School is a place where students thrive, faculty grow, and families feel a true sense of belonging. The next principal will value student voice, support diverse academic pathways, and nurture a strong culture of faculty collaboration. They will be skilled at guiding a diverse, highly mobile international community while working closely with students, faculty, parents, and school leadership to support the school's shared vision.

## Desired Qualifications and Experience

- Advanced degree in education, educational leadership, or a related field.
- Significant teaching and educational leadership experience, preferably in an international high school setting.
- Future-focused and open to innovation, with the ability to guide thoughtful conversations and decisions about emerging technologies, including artificial intelligence, and evolving educational practices.
- Experience supporting inclusive educational practices, differentiated instruction, and systems that address a broad range of academic and social-emotional learning needs.
- Ability to articulate a deep understanding of effective instructional practices, curriculum development, assessment, and professional learning.
- Experience supporting diverse academic pathways, with a commitment to ensuring that every student feels their chosen pathway is valued, appropriately challenging, and aligned with their strengths, interests, and future aspirations.



- Demonstrated success in leading and supporting high-performing, collaborative faculty teams, including mentoring, professional growth, and fostering a culture of continuous improvement.
- Experience in recruiting, selecting, and retaining highly qualified teachers who contribute to a strong professional culture and align with the school's mission and values.
- Strong understanding of adolescent development, student wellbeing, safeguarding, and the academic and personal challenges facing high school students.
- Experience leading thoughtful school improvement and change initiatives while preserving effective practices and a positive school culture.

## Desired Qualities and Skills

- Calm, strategic, courageous, and experienced leader capable of managing complexity with empathy and clarity.
- Strong communicator who is transparent, consistent, responsive to feedback, and willing to engage in difficult conversations with confidence and diplomacy.
- Visible, approachable presence across classrooms and the broader school community, respected and trusted by students, faculty, and parents.
- Collaborative leadership style that values professional input, builds trust, encourages diverse perspectives, and supports shared decision-making.
- Strong instructional leader who recognizes faculty expertise, promotes meaningful collaboration, and balances professional autonomy with accountability.
- Commitment to staff equity and to creating an inclusive environment where all members of the community feel valued, heard, and supported.
- Culturally adaptable and inclusive, demonstrating deep respect for Indian culture and an ability to build relationships and foster a sense of belonging within a diverse international school community representing 70 nationalities.



- Strong advocate for student voice and agency, creating meaningful opportunities for students to contribute to decisions that affect their learning and school experience.
- Balanced approach to student behavior based on consistency, clear expectations, and grounded in kindness and developmental understanding.
- Capable of advocating effectively for the needs and priorities of the High School while maintaining a schoolwide perspective and collaborating with other divisional leaders to advance the shared vision and priorities of AES as a Pre-K–12 institution.
- Ability to make thoughtful and sometimes difficult decisions, balancing the needs of individual students and families with those of the broader school community.
- Brings joy to their leadership and helps cultivate a positive, affirming school culture.

### Salary & Benefits

- The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate. Salary and benefits will be discussed with semi-finalists.

### Applications

- Application instructions are found on the final page of this announcement.

# Position Priorities

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## Overview

A full Job Description ([LINK](#)) is available, outlining the scope of responsibilities for the High School Principal. In addition to those general responsibilities, a Virtual School Visit conducted by Search Associates with a broad range of AES stakeholders—including faculty, staff, students, parents, and school leaders—surfaced several shared priorities for the High School in the years ahead. These Key Areas of Focus reflect the needs and aspirations of the community and will be central to the work of the next High School Principal:

### 1. Academic Excellence and Future-Ready Learning

- Maintain high expectations for teaching and learning, balancing academic rigor with student wellbeing and individual needs
- Guide thoughtful decisions about emerging technologies, including artificial intelligence, and encourage innovation grounded in sound pedagogy, so students develop independence, critical thinking, and creativity for a rapidly changing world.
- Strengthen the IB Diploma, IDI Diploma, and AES High School Diploma as meaningful, appropriately challenging, and credible routes to graduation, and help students and families choose pathways that fit students' strengths and aspirations.
- Promote effective instruction, thoughtful assessment, and evidence-informed, differentiated, inclusive practices.

### 2. Student Wellbeing, Belonging, and Voice

- Strengthen systems that support social-emotional wellbeing, mental health, and healthy adolescent development, in close coordination with counselors, learning support specialists, and faculty.

- Foster an inclusive environment where students from diverse cultural, linguistic, and educational backgrounds feel valued.
- Help build a consistent, schoolwide culture of positive discipline that reflects students' developmental needs across divisions.
- Create meaningful opportunities for student voice and agency in decisions that affect their learning and school experience.

### **3. Faculty Leadership, Collaboration, and Professional Growth**

- Preserve and strengthen the High School's professional culture of collaboration, trust, and commitment to students.
- Support high-quality teaching through classroom engagement, constructive feedback, professional learning, and opportunities for faculty leadership.
- Balance recognition of teacher expertise and autonomy with clear expectations, accountability, and continuous improvement.
- Recruit, develop, and retain excellent educators, and handle difficult decisions with integrity, fairness, and transparency.

### **4. Community Trust, Communication, and Schoolwide Leadership**

- Build trusting relationships with students, faculty, staff, and families through visibility, approachability, and consistent follow-through, with open, two-way communication.
- Navigate the expectations of a highly diverse international community with cultural sensitivity and diplomacy, engaging families as partners and preserving the AES sense of belonging and school spirit.
- Advocate for High School needs while contributing to AES's Pre-K–12 vision, collaborating with divisional leaders on curricular alignment and student transitions.
- Work with leadership and operations teams to coordinate schedules, programs, and resources, and to minimize disruption from master-plan construction projects.

# The School

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## History

The vision for American Embassy School was born when a small group of Americans living and working in New Delhi in the early 1950s decided to establish an American-style school for their children. One courageous teacher launched the program in a single classroom with 12 children spanning six grades. In 1960, the school changed its name to American International School to reflect the growing diversity of nationalities within the community. Shortly after, in 1963, the school moved to its current campus in the heart of the city's diplomatic neighborhood. In 1973 the school was renamed the American Embassy School (AES) in recognition of its affiliation with the U.S. Embassy in New Delhi. Thus began many decades of stability, growth, and innovation.

Today AES is a vibrant and diverse community with 71 nationalities represented. The school is committed to providing a balanced education defined by the joyful pursuit of excellence while intentionally nurturing a culture of belonging where every student can realize their unlimited potential.

AES marked its 70th Anniversary in 2022 with a beautiful celebration that brought many decades of alumni back to campus with enthusiasm and affection that every AES Tiger can still experience today. Next fall, AES will celebrate its 75th Anniversary. Planning for this milestone celebration is already underway.

## Mission, Values & Strategic Pillars

At the heart of the American Embassy School is a clear and compelling Mission:

"The American Embassy School provides a balanced education defined by a joyful pursuit of excellence in academics, athletics, arts, and service. We enable each student to be an inspired, lifelong learner and a responsible, compassionate global citizen."

Our Culture of Belonging Statement underscores our commitment to inclusion, ensuring every member of our diverse community feels seen, valued, and connected.

Grounded in our Mission, Culture of Belonging, Core Values - Dignity, Compassion, Integrity, Curiosity, Courage, and Strategic Pillars, the school is guided by a clear educational purpose: to shape learning that is relevant, inclusive, and future-focused. These principles inform thoughtful practice, challenge assumptions, and create the conditions for students, educators, and communities to thrive.



### **PRIORITIZED WELL-BEING & BELONGING**

**Live** our community's shared values

**Promote** inclusive learning opportunities

**Commit** to child safeguarding and security

**Sustain** a commitment to a Culture of Equal Dignity and Respect



### **EXTRAORDINARY LEARNER EXPERIENCES**

**Advance** the holistic development of students.

**Support** teacher Excellence

**Empower** student agency and leadership for a future focused curriculum.

**Harness** positive technologies for creativity and innovation.

**Innovate** service learning Initiatives



### **INSPIRED CAMPUS ENVIRONMENT**

**Prioritize** health and wellness facilities

**Develop** accessible learning spaces that allows all students to thrive

**Advance** environmentally sustainable facilities and practices

**Create** community spaces

**Embrace** future-ready technology



### **SUSTAINABLE FINANCIAL STEWARDSHIP**

**Maximize** financial and operational practices that ensure long-term sustainability

**Establish** a broad range of revenue opportunities to secure our financial viability in a global economy

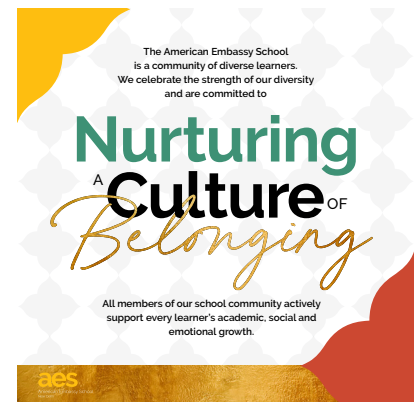
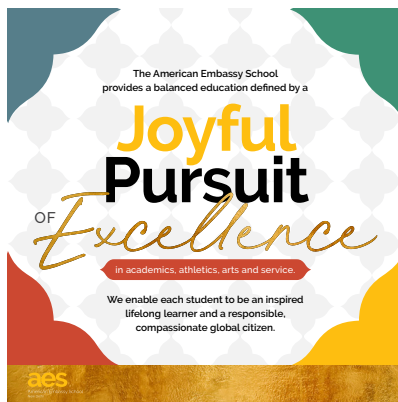
**Steward** the school and earth's resources thoughtfully

## Administration & Governance

The Board of Governors is responsible for ensuring the American Embassy School lives up to its mission to encourage the joyful pursuit of excellence in all aspects of a student's education and the school community. The AES Board embraces best practices, ongoing development roles, responsibilities, and oversight. Typical for non-profit international school practices, the Board hires the School Director, approves budgets and fees, and oversees fiduciary responsibility, ensuring overall financial stability for the school.

The Board consists of nine voting members who serve two-year terms, with the option to serve a third year. Seven members are elected by the School's Association, which includes all parents and faculty. Two additional voting members are appointed by the U.S. Ambassador. The School Director also serves as an ex officio member of the Board.

The School Director has the responsibility for hiring faculty and staff. The Principals report directly to the School's Director and work closely with the Director of Teaching and Learning in advancing the school's vision and mission.



Follow the American Embassy School to Learn More



# The Academic Program

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The academic program and student performance results earn recognition for AES as a top-tier school with a strong reputation. AES uses a standards-based curriculum and offers international, elementary, middle and high school programs based on the most dynamic aspects of a US education. At AES, learning is multidimensional. It involves developing deep conceptual understanding, high level of interdisciplinary competency, and embarking on a reflective journey towards self-discovery in the context of contributing to the good of a larger community. Parents value the strong learning outcomes at AES, the appreciation for India that shines through the school's culture, and, perhaps most importantly, the joy their children experience in coming to school each day.

## Curriculum & Accreditation

AES is fully accredited by the Middle States Association (MSA) and the Council of International Schools (CIS). The AES curriculum follows AERO standards that are based on US Common Core standards for Literacy, Social Studies, and Mathematics, while following the AERO Next Generation Science Standards (NGSS) for its Science instruction. Students also have the opportunity to pursue International Baccalaureate classes at the high school level.





ES Student Leadership Group

## Commitment to Inclusion & Belonging

AES is a community of diverse learners. All school community members actively support every learner's academic, social and emotional growth. The school celebrates the strength of its community's diversity and is committed to nurturing a culture of belonging.

At AES, we have always been committed to what we have come to call a "Culture of Belonging" which values every student, every employee, and every family. Our value statements are posted prominently on the walls of our school, in classrooms, offices, and on our website, where one key phrase reads, "All members of our school community actively support every learner's academic, social, and emotional growth." Our commitment to these values remains unwavering.

## Learning Support

With a commitment to the growth of all AES students, the learning support program strives to assist the diverse learning needs of children with identified learning differences so that they may participate fully in AES's program. Learning support services for AES students in PreKindergarten through Grade 12 are considered individually, developed by highly trained specialists, designed collaboratively with classroom teachers, and delivered in partnership with families.

Essential services offered through Student Support Services include English as an Additional Language (EAL), Counseling, Speech/Language Pathologists, and an Extended Services Program (ESP).

## Technology

AES believes the balanced, authentic, and intentional integration of technology empowers students and faculty and is a driver of AES innovation. It provides opportunities for voice, choice, collaboration, critical thinking, and content creation across grade levels and content areas.

AES also believes that a maker and researcher mindset empowers learners to explore, create, discover, and define their learning journeys. AES provides a 1:1 device program: iPads for E.S., MacBooks for M.S. and H.S., a great I.T. technical and teaching staff, including coordinators and teaching assistants in every division. Makerspace labs exist in all divisions to engage students' natural curiosity while working through the design cycle to create solutions to real world issues





## Arts, Physical Education & Athletics

AES provides all students with an extensive activities program that complements and supports the academic program by teaching students to persevere, work with others, and challenge themselves through fair play and cooperation. The school offers a wide and diverse range of co-curricular program opportunities including team and individual sports, arts and after school clubs/activities.

Vibrant theater and drama productions are performed for the whole community in AES's 480 seat theater by each of the school divisions. Students work in ensembles and develop skills in leadership and teamwork while enjoying movement and creativity. AES believes in the importance of a quality music education as a crucial factor in the development of students and provides all students opportunities to explore a wide variety of instruments and participate in music classes, including Band, Strings, Choir, Guitar, Piano and Percussion Ensemble. Students also have the opportunity to express themselves through dance, photography, and visual arts.

The physical education program enables each student to understand, develop, and practice skills and behaviors necessary for leading a safe, healthy, and physically active lifestyle that promotes overall mind/body wellness. Students use these skills and behaviors each semester in several venues, including two gymnasiums, a 6-lane swimming pool, a climbing wall, two turf fields, or one of two E.S. playgrounds.

Character and leadership development are the cornerstone of AES Activities and Athletics. Whether its performing with other students on stage, addressing real community issues through one of our many service-learning programs, or contributing as a valuable member of an AES tiger athletic team, the positive youth development energy and spirit is evident every day on campus.



## Service Learning

"Enter to Learn. Leave to Serve." is more than just the school's motto—it reflects AES's deep-rooted commitment to nurturing compassionate, action-oriented global citizens. Service learning is embedded into the curriculum across all divisions through the schoolwide Empathy to Impact model, which encourages students to connect academic learning with real-world action.

In the Elementary School, students engage in meaningful, age-appropriate service experiences that promote empathy, responsibility, and global awareness. These student-led initiatives include collecting donations, supporting environmental efforts, organizing community events, and collaborating with local schools and NGOs. By integrating service into both curricular and co-curricular programs, AES fosters a strong culture of purpose and connection—strengthening the wider community while empowering students to become thoughtful, proactive changemakers.



# Learning Across the Divisions

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## High School

### AES High School: Future-Focused & Values-Grounded

As global landscapes in technology, work, and human connection evolve, AES High School redefines what education should disrupt and amplify. In an uncertain world, the school community remains future-focused and grounded in five core values: dignity, compassion, integrity, curiosity, and courage.

### Diverse & Flexible Learning Pathways

Built on the belief that every learner deserves a journey tailored to their strengths, goals, and passions, AES enables high school students to customize their learning through a variety of academic tracks:

- **International Baccalaureate (IB) & AP Options:** A challenging university-preparatory curriculum featuring the IB Diploma and select Advanced Placement (AP) courses. Open enrollment ensures access for all students.
- **Institute for Design and Innovation (IDI):** An entrepreneurial, purpose-driven pathway empowering students to solve real-world problems and serve the wider community.
- **AES High School Diploma:** A flexible track blending general high school courses with IB and limited AP options to fit individual learning styles.
- **Beyond the Classroom:** Extended academic opportunities including service learning, professional internships, and global online coursework via Pamoja and Virtual High School.

### A Strong Foundation & Vibrant Community

- **Grades 9 & 10 Foundation:** Early high school years provide a solid academic launchpad for success in both the AES High School Diploma and the IB Diploma.

- **Balanced Student Life:** High school is a dynamic balance—navigating rigorous classes, sports, travel, global friendships, and the essential mandate to have fun.
- **Shared Campus Experience:** Whether pursuing the IB Diploma or innovating in the IDI, the AES community is bonded by a shared culture: stepping outside comfort zones, learning something new every day, and serving others.

## Proven Global University Outcomes

Graduates leave AES equipped to thrive at top institutions across the globe:

- Close to 90% of AES graduates report being admitted to a “best-match” university worldwide.
- 100% of students find a personalized pathway to graduation that matches their unique talents and future ambitions.

## Middle School

Middle school years mark a time of significant intellectual, physical, social, and emotional transition. To assist students in their transformation from children to young adults, AES provides a purposeful and rigorous curriculum and co-curricular programs that support students' development and growth.

**Week withOut Walls (WOW)** is an experiential learning program designed for middle school students as an unforgettable experience exploring India's cultural and natural wonders. Participation in WOW helps students make new friends, expand their social groups, gain confidence and knowledge, while providing opportunities to learn outside the classroom and strengthen resilience and resourcefulness.



## Elementary School

AES Elementary School (PreK–Grade 5) nurtures curious, caring global citizens through a strong foundation in academics, the arts, world languages, and physical education. Learning occurs in flexible classroom “Pods” built for collaboration and personalized instruction, supported by an active Library and Makerspace open to families. AES prioritizes balanced development with limited formal homework to encourage reading and play, places a strong emphasis on social-emotional learning, and deeply connects students to host-country culture through core Indian Studies and a Grade 5 experiential trip.



## The Community

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When asked what makes AES unique, AES families and faculty consistently emphasize 'community' as a hallmark of their AES experience. The AES community welcomes newcomers, values those who stay and offers cherished lifetime memories and traditions to those who must move on. In a world where differences can divide, the acceptance and support in the AES community is a positive difference-maker. Many families report that the hardest part of leaving was finding another school to match the family feeling of AES.

### Students

Students across grade levels are articulate, intelligent, friendly, and confident. There is much appreciation for the intellectual strength in the student body and, importantly, a growing awareness of the importance of social- emotional support for all students. Students gush about their school: "We love coming to school, we know what it is like to be new, and we work to make it simple to transition into AES."

There is abiding respect between teacher and child. Students see a balance between hard work and fun, saying, "Our teachers are enthusiastic, and they are encouraging when we make mistakes. We learn from our mistakes." Another student said, "I can rely on my teachers, even on the weekends!"



## Parents Association

Parent involvement at AES is welcomed and encouraged. The AES Parent School Association (PSA) is an active, engaged group dedicated to supporting AES students, families, faculty and staff.

Throughout the year, PSA volunteers organize a wide range of activities, socials, coffees, and evening events, as well as fun and entertaining family holiday events that foster a sense of community and camaraderie. The PSA celebrates the diversity of AES through the hugely popular International Food Fair and celebrates local culture through the colorful and dynamic festivals of Holi and Diwali. PSA Grade Level Representatives facilitate communication between parents and the school. Newly arrived families are matched with veteran families, invited to "New to Delhi" coffee mornings and participate in Information Melas to learn about all Delhi has to offer. Volunteers run the Tiger Spirit Store which sells an enticing range of apparel, stationary, bags and accessories - many designed by students - to promote school spirit and support students in their academic, athletic and arts program.

## Faculty & Professional Learning

Professional learning is central to the mission of AES. It is the key to continuous improvement for teachers and success for students. The school is committed to teachers who are lifelong learners, who focus extra energy on adding to their toolkits and their capacities to create the most effective teaching and learning environments for all of their students. Teachers are supported through training that targets deeper learning in their content areas, effective teaching strategies, and methods for enhancing student well-being. Teachers have access to personal-professional development funds each year to attend targeted conferences, graduate programs, or workshops, both virtually and in person. The Teaching and Learning team also brings consultants or research-based training to campus, for needs that have been identified within programs. The school is part of NESAC, Near East South Asia Council of Overseas Schools, which also sponsors professional development events, and often partners with other regional international schools to learn more about successful teaching and learning strategies—all based on professional learning standards.

## Child Protection & Student Well-Being Policy

"The American Embassy School seeks to be a haven for all community members. To meet this responsibility, the American Embassy School will implement educational programs for students and employees regarding personal safety, child abuse and neglect, and appropriate adult conduct with children. Furthermore, the School will implement and regularly review procedures, including hiring, security, and training practices, to ensure the safety of the children in its care. The Administration shall communicate this policy, appropriate guidelines, and educational resources to students, employees, parents, guardians, and parents/guardians of applicants."



## The Campus

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The American Embassy School comprises 13 buildings on 13.2 acres. Each division – Elementary, Middle, and High School – has its own facilities, including learning spaces and classrooms.

Elementary has its own library, makerspace, and two playgrounds. Middle and High School share a library, but each has its own makerspace studios.

There are three dine-in eating locations and two snack kiosks on campus.

The campus is beautiful in design, utility, natural landscape, and the arts. A walkabout on campus features open spaces with an artificial-turf field, a grass field, a modern swimming pool, play areas, tennis courts, and Indigenous- and culturally inspired sculptures throughout the walkways. Libraries, quiet workspaces, conference rooms, open, spacious classrooms, a fitness center, and gymnasiums all seem to fit well into the environment.

AES's upcoming Master Facility Improvement Plan, a core pillar of the Strategic Plan (An Inspired Campus Environment), focuses on creating healthy, inclusive spaces that support student growth beyond the classroom. In Delhi's challenging climate, we must ensure year-round opportunities for movement, connection, and well-being.

AES is currently undertaking Phase 1 of its revised campus development plan, focusing on the All-School Cafeteria and Community Space. This will be followed by Phase 2, involving the High School, and Phase 3, featuring the Wellness Building. Together, these projects reimagine how the AES campus brings people together and strengthens what defines us most: Community.

|                                                      |                              |
|------------------------------------------------------|------------------------------|
| Solar Panels                                         | Sewer Treatment Plant (STP)  |
| Rainwater Harvesting                                 | LED Lights                   |
| Rewilding Projects – Indigenous Plants on AES Campus | Compost and Recycling Center |

In 2015, the school installed Fresh Air Purification Systems (FAPS) throughout the campus. There are 120 air-quality monitors to measure indoor air quality. The Air Purification Systems filter has five layers of filtration to clean PM 2.5, PM 10, and volatile compounds. The target is to maintain indoor PM2.5 levels at least 70% lower than outdoor ambient levels. AES continuously monitors outdoor air quality throughout the school day to help achieve this target. This means aiming for an indoor Air Quality Index (AQI) below 50, which the U.S. Environmental Protection Agency (EPA) classifies as "Good."

Additionally, AES uses standalone air purifiers within their entire transportation fleet to improve air quality during children's commutes to and from school.



## Living in New Delhi

Incredible India is a country you can really fall in love with. The world's biggest democracy and one of the oldest civilizations on earth, India has made significant contributions to arts, science, philosophy and, of course, food! The country has a diverse and multidimensional landscape that can be found nowhere else on earth.

One of the oldest cities in the world, Delhi is a major hub for political, commercial, and cultural expression in India. As the nation's capital, New Delhi has a population of over 16 million and hosts a myriad of historical and cultural sites within the city, along with beautiful parks, delicious food and friendly people. A day or long weekend trip can take you to the majestic Taj Mahal, the palaces of Rajasthan, or the beaches of Goa. New Delhi and India as a whole, have so much to offer!

| Fast Facts                            |                                                                                 |
|---------------------------------------|---------------------------------------------------------------------------------|
| Year Established                      | 1952                                                                            |
| Accreditation Agency                  | Middle States Association (MSA) and the Council of International Schools (CIS). |
| School type                           | "American Style" International School                                           |
| Language of Instruction               | English                                                                         |
| Student Age Range                     | 3-18                                                                            |
| Total Enrollment                      | 1,066 Beginning of school year 2026                                             |
| Elementary School Enrollment          | 467                                                                             |
| Middle School Enrollment              | 260                                                                             |
| High School School Enrollment         | 339                                                                             |
| Student Nationalities                 | 71                                                                              |
| Percentage Home Country Nationals     | 7.9%                                                                            |
| Percentage of Annual Student Turnover | about 20%                                                                       |
| Average Class Size                    | 18                                                                              |
| Student-to-Teacher Ratio              | 18:1                                                                            |
| Number of Faculty & Staff             | 377                                                                             |
| Faculty Nationalities                 | 26                                                                              |
| Percentage of Annual Faculty Turnover | Avg 14% (for the last 5 years)                                                  |
| Number of Board Trustees              | 11                                                                              |
| Tuition (2025 - 2026)                 | USD 22,820 - 39,490                                                             |
| Annual Operating Budget (2026-2027)   | USD 40.14 Million                                                               |
| Academic Calendar                     | School year begins in August and concludes in late May or early June.           |

## Application Instructions

American Embassy School has partnered with Search Associates for this search. Interested candidates should send their application materials directly by emailing Diana Martelly ([dmartelly@searchassociates.com](mailto:dmartelly@searchassociates.com)).

*Please submit the following materials as **one PDF** attachment in your email.*

- ☐ A letter of application, explaining your strengths as a candidate and why you are interested in the High School Principal position at the American Embassy School.
- ☐ A statement describing your leadership and educational philosophy, not to exceed one page.
- ☐ A current CV or Resume not to exceed two pages.
- ☐ A one-page list of at least five reference including
  - Current position
  - Telephone number
  - Email address
  - School(s) where you worked together
  - Years of professional relationship
  - Professional relationship

*At least three of the referees must have directly supervised the applicant, and one referee must be a current supervisor. The remaining referees may be a peer or educator that the applicant has supervised.*

**The deadline for applications is Monday, November 9, 2026**, however AES and Search Associates reserve the right to close the search early and to appoint the new High School principal in the event a truly outstanding candidate emerges during the early phases of the search process.

Please note that Search Associates will not forward-on candidates for further consideration by the hiring school if a candidate is under contract or otherwise encumbered in such a way that would preclude them from freely entering a new employment contract, if offered, and is available for the start date stipulated by the hiring school.