

GRADED

THE AMERICAN SCHOOL OF SÃO PAULO

High School Principal

Start Date: July 2027

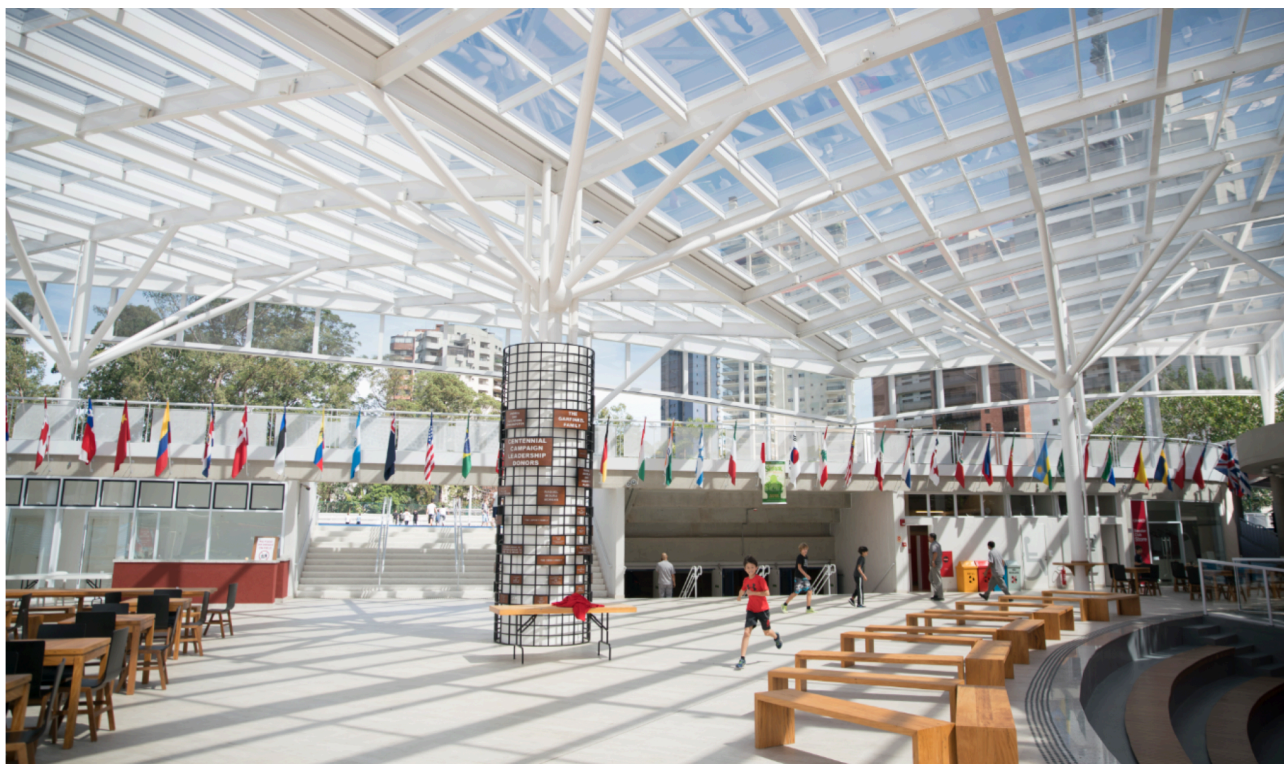


Graded - The American School of São Paulo

São Paulo, Brazil

www.graded.br

Overview



Founded in 1920, Graded – The American School of São Paulo is an independent, nonprofit international school serving 1,318 students from Pre-Kindergarten through Grade 12. Rooted in American education and shaped by a distinctly international outlook, Graded combines academic rigor with deeper learning, student agency, and a sense of belonging.

Students represent 53 nationalities and pursue the U.S. High School Diploma, with opportunities to earn the Brazilian High School Diploma and/or International Baccalaureate (IB) Diploma. Small classes, a 7.5:1 student-to-faculty ratio, and extensive academic and co-curricular opportunities support students in developing their strengths, pursuing their interests, and preparing for a rapidly changing world.

Graded seeks an exceptional High School Principal for 2027–28, beginning in July 2027.

Reporting to the Superintendent and serving on the Senior Leadership Team, the Principal will lead the 430-student High School, overseeing teaching and learning, faculty development, student experience, and divisional operations. The next Principal will build on a strong program and talented faculty while guiding the High School's next stage of development, bringing vision, empathy, and strategic and relational leadership to align the community around shared priorities and translate them into meaningful progress.

Mission, Vision, and Values

Mission: Inspire. Challenge. Succeed. — every student, every heart, every mind.

Vision: Individuals empowered to reach their potential and positively impact the world.

Values: Intellectual Curiosity, Perseverance, Respect, Integrity, and Kindness.



Fast Facts

STUDENTS

1318
STUDENTS

430
High
School

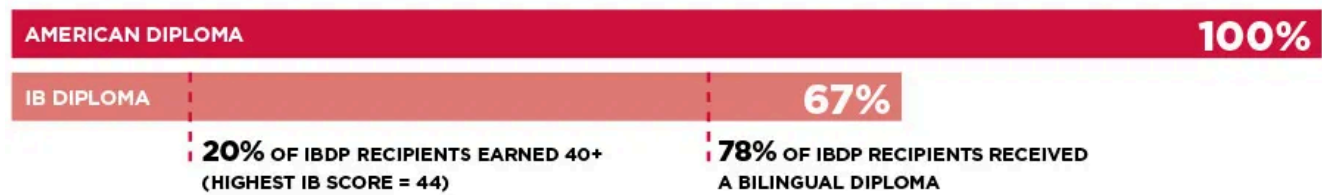
313
Middle
School

575
Lower
School

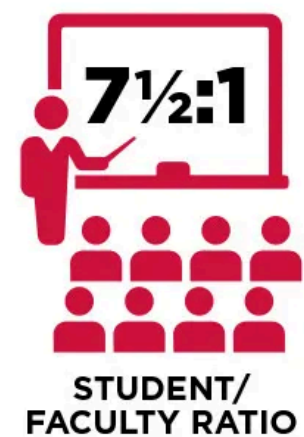
53
NATIONALITIES

ALBANIA	COLOMBIA	GHANA	LITHUANIA	PERU	TAIWAN
ARGENTINA	CZECH REPUBLIC	GREECE	LUXEMBOURG	POLAND	TANZANIA
AUSTRALIA	DENMARK	HUNGARY	MALAYSIA	PORTUGAL	THAILAND
AUSTRIA	DOMINICAN REPUBLIC	INDIA	MEXICO	RUSSIA	TURKEY
BELARUS	ECUADOR	IRAN	MOROCCO	SOUTH AFRICA	UKRAINE
BRAZIL	EL SALVADOR	ISRAEL	NETHERLANDS	SOUTH KOREA	UNITED KINGDOM
CANADA	ESTONIA	ITALY	NEW ZEALAND	SPAIN	UNITED STATES
CHILE	FRANCE	JAPAN	NORWAY	SWEDEN	VENEZUELA
CHINA	GERMANY	LEBANON	PANAMA	SWITZERLAND	

DIPLOMAS EARNED BY THE 111 MEMBERS OF THE CLASS OF 2026



FACULTY



A Brief History of Graded

Founded in 1920 by São Paulo's American Chamber of Commerce, Graded – The American School of São Paulo was established to provide an American education for the children of U.S. executives living in Brazil.

Over the past century, Graded has grown alongside São Paulo's increasingly international community, expanding its programs, campus, and student body while maintaining a foundation in academic excellence, intercultural understanding, and whole-student development.

Today, Graded serves more than 1,300 students from Early Years through Grade 12, bringing together American educational traditions, international perspectives, and contemporary approaches to teaching and learning. Its history reflects a willingness to evolve while remaining grounded in its mission.

For more information about Graded's history, visit [Graded 100](#).

The School

Graded is a diverse, internationally minded community where students and families from a wide range of cultural and national backgrounds learn and grow together. Many families consider Graded a long-term educational home, with some students completing all 15 years from Early Years through Grade 12—affectionately known as “lifers.”

The school is organized into three divisions. The Lower School establishes academic, social, and emotional foundations; the Middle School develops independence and exploration; and the High School prepares students for university and life beyond Graded through a rigorous academic and co-curricular program.

Across the school, teaching and learning are guided by Graded's mission and values, with an emphasis on purposeful, engaging, differentiated, and intellectually challenging learning. A distinctive institutional priority is deeper learning: developing conceptual understanding, metacognitive skills, and the ability to apply knowledge in new contexts. Established in 2019, the Graded Learning Lab supports this work through research, professional learning, curriculum development, assessment, educational technology, and classroom practice.

Students' broader development is supported through advisory, mentoring, counseling, leadership, service, and other structures that foster independence, responsibility, and purpose.

Accreditations, Memberships, and Affiliations

Graded is accredited by the New England Association of Schools and Colleges (NEASC), recognized by the Brazilian Ministry of Education, and authorized as an International Baccalaureate World School.

Its Brazilian Accredited Program is recognized by the Diretoria de Ensino – Região Sul 1 and aligned with Brazil's Base Nacional Comum Curricular (BNCC) and applicable educational legislation.



The High School Program

Graded's High School serves 430 students in Grades 9–12 through a rigorous, flexible college-preparatory program designed to accommodate varied academic interests, strengths, and post-secondary pathways.

All students earn the U.S. High School Diploma, with eligible students able to pursue the Brazilian High School Diploma and/or International Baccalaureate (IB) Diploma. This multi-pathway model provides choice while maintaining a coherent academic experience and preparing students for higher education in Brazil, the United States, and around the world.

The curriculum spans English, mathematics, science, social studies, world languages, the arts, physical and health education, design and technology, and a broad range of electives. Portuguese and Brazilian Studies connect learning to the school's local context. For a complete overview of current offerings, [visit the 2026–27 High School Course Catalog](#).

The IB Diploma Programme is a significant component of the High School. In the Class of 2026, 67% of students were full IB Diploma candidates and 73% graduated with a Brazilian Diploma. All graduates earned the U.S. High School Diploma. Students not pursuing the full IB Diploma may take individual IB courses and earn IB Course Certificates.

University preparation is integrated throughout Grades 11–12. A required Core Seminar combines elements of the IB Programme and College Counseling, developing critical thinking, communication, research, organization, and time-management skills while supporting the

university search and application process. Community Time provides daily opportunities for student connection, clubs, assemblies, peer leadership, academic counseling, and community building.

Graded's assessment approach emphasizes feedback, reflection, and growth. Formative and summative practices help students understand their progress and develop the capacity to monitor and direct their own learning.

Graduates attend universities throughout Brazil, the United States, and around the world. The College Counseling team works closely with students and families to identify appropriate pathways and navigate an increasingly diverse higher-education landscape.

[Click here to view the Class of 2026's college acceptances.](#)

Athletics & Activities Program



The Athletics & Activities Program extends learning beyond the classroom through opportunities in Academics & Leadership, Arts, Athletics, and Service. Offerings include student-led clubs, academic enrichment, entrepreneurship, publications, Model United Nations, debate, robotics, mentoring, cultural organizations, and service initiatives.

The Arts program includes music, theater, dance, and visual arts, with students participating in productions, exhibitions, concerts, and festivals. Service learning connects students with community organizations and real-world issues, while IB Creativity, Activity, Service (CAS) provides an additional framework for IB Diploma students.

High School Principal

Start date: July 2027

Athletics includes Junior Varsity/U16 and Varsity teams in basketball, soccer, volleyball, cheerleading, swimming, tennis, cross country, badminton, futsal, track and field, and softball. Graded Eagles compete locally, regionally, and internationally through organizations including the São Paulo High School League (SPHL), AASB Nationals, and the South American Activities Conference (SAAC).



Faculty and Staff

Graded employs more than 370 faculty and staff members. Among faculty, 61% are international hires and 39% are Brazilian educators. More than half hold advanced degrees, and average faculty tenure is 7.6 years.

Professional growth is supported through the Graded Learning Lab, which brings together expertise in teaching and learning, student growth and performance, curriculum development, educational technology, data-informed decision-making, collaboration, design thinking, and innovation. Current institutional work includes sustained professional learning in deeper learning and the development of systems that leverage data and technology to support student growth and performance.

The High School is served by a talented faculty committed to preparing students for the academic, intellectual, and personal demands of university and life beyond Graded. The next Principal will have the opportunity to strengthen faculty leadership, deepen professional collaboration, and cultivate a culture of support, accountability, and continuous improvement.

São Paulo, Brazil, and Beyond



São Paulo is a dynamic, cosmopolitan city that combines the energy of one of the world's largest urban centers with a rich cultural life and a welcoming international community. With approximately 12 million residents, it is Brazil's largest city and a leading center for business, education, culture, and the arts.

For international families, São Paulo offers an exceptional quality of life with a wide range of cultural, culinary, recreational, and educational opportunities. The city is home to world-class museums, theaters, galleries, restaurants, parks, and music and arts venues, as well as vibrant neighborhoods, each with a distinct character. Its strong connections to the global business community make it a natural home for internationally minded families.

São Paulo also provides an ideal base for exploring Brazil and South America. Guarulhos International Airport offers direct connections to major destinations across Brazil and around the world, while the country's extraordinary geographic and cultural diversity is within reach. From the beaches and mountains of Rio de Janeiro and the colonial streets of Salvador to the Amazon rainforest, Pantanal wetlands, and Iguaçu Falls, Brazil offers remarkable opportunities for travel and discovery.

The High School Principal Position

The High School Principal provides vision, strategic leadership, and operational oversight to foster a rigorous, inclusive, and student-centered learning environment. The Principal leads curriculum and instruction, develops and empowers faculty, engages the community, and aligns divisional systems and priorities with Graded's mission and strategic direction.



Key Responsibilities

Instructional and Student Leadership

- Articulate a clear vision for teaching and learning that advances deep, transferable learning.
- Oversee Graded's multi-pathway academic programs, including the U.S., IB, and Brazilian diplomas.
- Partner closely with College Counseling to support students' academic and post-secondary pathways.
- Prioritize student well-being, agency, belonging, and safety.

Faculty Leadership and Development

- Recruit, develop, evaluate, and retain high-performing faculty.
- Foster a collaborative, trusting, and accountable professional culture.
- Build faculty leadership capacity and encourage innovation, reflection, and continuous growth.

Strategic and Operational Leadership

- Align divisional goals, schedules, budgets, staffing, and resources with school-wide priorities.
- Use data and evidence to inform decisions and strengthen programs and outcomes.
- Develop clear and effective communication systems across the division.
- Lead change thoughtfully while maintaining institutional continuity and community trust.

Community Leadership and Engagement

- Build authentic, inclusive relationships with students, families, faculty, and staff.
- Communicate clearly and transparently, particularly around divisional priorities and change.
- Ensure strong child protection and safeguarding practices.
- Represent Graded in relevant international educational networks, including AMISA and CIS.



Candidate Profile

Graded seeks a leader with the experience, intellectual capacity, and personal qualities to lead a sophisticated, diverse, and high-performing international high school.

Professional Background and Experience

- Master's degree in educational leadership, curriculum, or a related field.
- At least five years of senior educational leadership experience.
- Classroom teaching experience.
- Strong understanding of IB and U.S. college-preparatory programs, differentiated instruction/UDL, standards-based learning, emerging AI, and educational technology.

Leadership Dispositions

The successful candidate will be:

- Relational, visible, student-centered, and instructionally grounded.
- Empathetic, action-oriented, forward-thinking, and systems-minded.
- A transparent communicator who balances collaboration with timely decision-making.

Opportunities and Challenges

Key Opportunities

- **Build & Cohere Multi-Pathway Learning** - Strengthen integration across the US, IB, and Brazilian Diplomas, College Counseling, and student life—particularly in Grades 11–12, while preserving student choice and autonomy.
- **Advance Deep Learning & Student Agency** - Drive student ownership, interdisciplinary connections, authentic application, and reflection.
- **Lead Thoughtful Innovation** - Ethically integrate AI and emerging technologies to personalize learning and enhance feedback while keeping pedagogy central.
- **Empower Faculty & Continuous Improvement** - Build faculty leadership capacity and establish robust systems for feedback, reflection, and data-driven program evaluation.

Key Challenges

- **Program & Operational Sustainability** - Manage course offerings, staffing, and the master schedule to ensure the multi-pathway model remains operationally sustainable, coherent, and balanced.
- **System Alignment & Clarity** - Continue to streamline programs, communication channels, and operational systems around shared divisional priorities and vision.
- **Curriculum, Assessment & Technology Disruption** - Establish consistent learning targets, success criteria, and assessment reporting while navigating technological change and evolving post-secondary expectations.

- **Balanced Change Leadership & Well-Being** - Honor valued school traditions and community trust while courageously innovating to safeguard student well-being, agency, and sense of belonging in a rapidly changing educational landscape.

Application Process

Compensation & Benefits

Graded offers a competitive, internationally benchmarked salary and benefits package. The package includes relocation support and, where applicable, housing assistance for international hires; comprehensive health coverage; tuition remission for dependent children; and support for ongoing professional learning.

Application Timeline

Application Deadline: Wednesday, October 21, 2026

Graded seeks to appoint the next High School Principal for the 2027–28 school year, with the position beginning in July 2027. Interested candidates are encouraged to apply early, as Graded reserves the right to conclude the search before the stated deadline if a strong candidate is identified.

The search is being coordinated by Graded's Human Resources office.

To Apply

Interested and qualified candidates are invited to submit **a single PDF document** to rayssa.coutinho@graded.br, including the following:

- A cover letter expressing interest in the position;
- A current résumé;
- A one-page statement of educational philosophy and practice; and
- A list of five professional references, including the name, relationship, phone number, and email address of each.

References will not be contacted without the candidate's permission.

Graded – The American School of São Paulo is an equal opportunity employer committed to building a diverse faculty and leadership team and to safeguarding the well-being and safety of every child in its care.