



Call for Applications: Whole School Principal

Location: Guayaquil, Ecuador

Reports to: Executive Director

Start Date: 2027-2028 school year, start date - July 24th, 2027

About InterAmerican Academy

[InterAmerican Academy](#) (IAA) is a mission-driven international school committed to **igniting and nurturing compassionate lifelong learners who forge their own paths and positively impact their world**. We are a close-knit, diverse, international community that values **Respect, Belonging, Perseverance, and Excellence**.

IAA is known for its inclusive culture, strong relationships, personalized learning, and commitment to student well-being alongside academic growth. Our philosophy of teaching and learning centers on **knowing students deeply, fostering agency, supporting the whole child, and holding high expectations within a safe and supportive environment**.

We are seeking a **Principal who is a visible, trusted, student-centered instructional leader**—someone who leads with clarity and compassion, balances decisiveness with collaboration, and builds strong systems while never losing sight of the people within them.

The Role: Principal

The Principal serves as the **academic, cultural, and relational leader of the school**, ensuring high-quality teaching and learning, a strong sense of belonging, and consistent, fair practices that support students and staff. The Principal works closely with the Executive Director, leadership team, counselors, and teachers to ensure coherence, follow-through, and alignment across the school.

This role requires someone who is **present, organized, human, and hopeful**—a leader who listens deeply, communicates clearly, and stands beside teachers and students during both celebration and challenge.

What Our Community Is Looking For

Our students and faculty were clear: the next Principal must be someone who is:

- **Visible and approachable**—present in classrooms, hallways, lunch spaces, gates, and daily school life
- **Student-centered**—able to build trusting relationships with students while maintaining clear expectations and boundaries
- **An instructional leader**—who understands curriculum, assessment, inclusion, and professional growth
- **Organized and reliable**—someone who follows through, communicates clearly, and creates systems that bring clarity and safety
- **A bridge-builder**—skilled in navigating intercultural dynamics and supporting restorative, relational approaches
- **Human and empathetic**—a leader who listens, apologizes when needed, and models integrity and care
- **Bilingual and bicultural**—with Spanish language skills and deep respect for Ecuadorian and international contexts

Key Responsibilities

Student Life, Well-Being & Belonging

- Build strong, trusting relationships with students across grade levels
- Ensure students feel **seen, respected, safe, and supported**
- Support student behavior through **clear expectations, consistency, and restorative practices**, aligned with school handbooks
- Collaborate closely with counselors to support students' social-emotional needs
- Amplify student voice through both formal and informal structures

Teaching & Learning

- Serve as a visible **instructional leader**, supporting high-quality teaching and learning
- Conduct classroom visits that are **growth-oriented, supportive, and non-punitive**
- Use data thoughtfully while remaining deeply people-centered
- Support differentiated professional development based on teacher experience and need
- Encourage innovation while honoring and strengthening existing successful practices

Faculty Support & Professional Culture

- Foster a culture where teachers feel **trusted, valued, mentored, and supported**
- Provide clarity around expectations, roles, and processes
- Address challenges directly and fairly, standing beside teachers in moments of tension
- Support staff well-being and recognize effort, growth, and excellence

Leadership, Communication & Decision-Making

- Communicate with **clarity, transparency, timeliness, and follow-through**
- Balance collaboration with decisiveness, clearly explaining the “why” behind decisions
- Navigate conflict calmly and constructively, viewing it as an opportunity for growth
- Build coherence across systems, structures, and expectations

Community & Culture

- Demonstrate strong **intercultural competence** and relational skill in working with families
- Partner effectively with parents while maintaining appropriate professional boundaries
- Strengthen a culture of **belonging, dignity, accountability, and trust**

Qualifications & Experience

Required:

- Demonstrated experience in school leadership (Principal, Assistant Principal, or similar role preferred)
- Strong background in **teaching and learning**, curriculum, assessment, and inclusion
- Fluency in **English**
- Conversational **Spanish** is a strong plus
- Experience working in diverse, multicultural school communities
- Commitment to student well-being, restorative practices, PBIS and inclusive education

Preferred:

- Experience in international schools
- Familiarity with standards-based grading, MTSS/SST systems, and inclusive practices
- Experience mentoring teachers and leading professional growth
- A leadership style grounded in reflection, humility, and continuous learning

The Kind of Leader Who Thrives at IAA

The successful candidate will be someone who:

- Listens before acting
- Builds trust through consistency and care
- Leads with both heart and structure
- Is comfortable being visible, present, and relational
- Believes deeply in young people and the educators who serve them
- Is excited to grow alongside a strong, committed community

Application Process

Interested candidates are invited to submit:

- A letter of interest outlining alignment with IAA's mission and values
- A current CV or résumé
- Contact information for professional references

Applications should be emailed to:

Caitlin O'Leary, Executive Director

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