

DIRECTOR SEARCH

RABAT AMERICAN SCHOOL

Rabat, Morocco

ras.ma

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

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Mission

We engage in real-world learning opportunities.
We empower learners to take action.
We foster belonging and personal growth.

Vision

Dynamic, diverse, authentic learners - thriving together.



Strategic Plan

At a Glance



Established
1962



Enrollment
430
(capacity is 500)



Total faculty
70



Student-teacher ratio
10:1



Nationalities
represented in the
student body
52



Faculty with an advanced degree
41 with Master's degrees
2 with Ph.D.s



Campus size
71,412 m²

Nationalities represented in the faculty: 14

Annual operating budget: \$12-15M USD Annually



Overview

Founded 62 years ago, the Rabat American School (RAS) is a private, nonprofit American independent educational institution located in Rabat, Morocco's capital. The school fosters an inclusive multicultural environment, currently supporting 430 students from 52 countries, with a diverse faculty and staff representing 14 nationalities.

RAS provides a comprehensive college preparatory program for students from Pre-Kindergarten to 12th grade, centered around a standards-based curriculum. In grades 11 and 12, RAS offers a Three Pathways Approach, including the International Baccalaureate Diploma Program. Supported by a dedicated and skilled professional staff, the Board of Trustees, and the community, the school is committed to delivering a high-quality education and ensuring that Rabat American School endures as a prominent institution.

Established in 1962 as a K-8 school, RAS was created to serve the educational needs of children from American families affiliated with U.S. government agencies and private companies. Initially housed in a villa near the U.S. Embassy, the school relocated to the Agdal campus in 1968, where enrollment grew. In 1979, RAS celebrated its first graduating class of six students, marking its evolution from a K-8 institution focused on the U.S. diplomatic mission to a prestigious Pre-K through 12 international school.

In January 2019, RAS relocated to a stunning new campus along the Rabat corniche, boasting state-of-the-art facilities with a view of the Atlantic Ocean. Spanning nine impressive buildings, the campus features modern classrooms for elementary and secondary education, equipped with centralized heating and air conditioning. Additional amenities include specialized spaces such as science labs, a STEAM Lab, Visual Arts classrooms, band practice rooms, an audio/visual lab, and a performing arts center complete with a 300-seat auditorium. The campus also houses essential community spaces including a learning commons (library), cafeteria, gymnasium, and a 25-meter indoor pool. Outdoor enthusiasts can enjoy basketball courts, soccer field, and track. These facilities provide abundant opportunities for learning both in and out of the classroom.

Students report a deep appreciation for the language programs in French and Arabic and for the many activities that are provided in support of their cultural learning in a place that is very special to them. They feel that they have a great deal of agency, specifically that they have many opportunities to lead in their community. The diversity present in the school community and the strong academic preparation for university were also mentioned as highlights at RAS.

RAS is in search of a Director with outstanding academic and leadership experience to guide the institution with a clear vision and a forward-thinking strategic plan. This leadership will foster the growth of “dynamic, diverse, authentic learners—thriving together.”



Rabat, Morocco

RAS is situated in the charming coastal city of Rabat, Morocco, at the northwestern edge of Africa, serving as a vital link between Europe and the continent. Known for its rich cultural heritage and diverse landscapes, Morocco boasts a unique blend of Arab, Berber, and European influences, reflected in its architecture, cuisine, and traditions. The country features stunning geography, ranging from the majestic Atlas Mountains and Sahara Desert to its picturesque coastlines along the Atlantic Ocean and Mediterranean Sea.

Home to nearly 1.8 million residents, Rabat is a political and economic hub, housing government institutions, embassies, and international organizations, making it an appealing destination for professionals in diplomacy, business, and NGOs. This vibrant environment not only enriches the experience of living in Rabat but also complements the educational opportunities offered at Rabat American School.

Opportunities and Challenges

Maintain and Strengthen Academic Excellence

The next Director will have a passion for academic excellence and will be committed to a rigorous educational program that emphasizes student well-being and prepares students for an ever-changing world. Evidenced by worldwide college acceptances and community support, RAS students engage in an American college preparatory curriculum and the highly regarded IB Diploma program. The next Director, using current research and collaborating with faculty and leadership, will develop and implement a K-12 academic vision, in concert with the Strategic Plan, that creates curricular alignment across divisions and ensures continuity and coherence across grade levels to prepare students to be university and college ready. An integral part of this will be the continued work on student agency and leadership, innovative teaching and learning best practices, IB program improvements and maintaining small class sizes, to ensure that the faculty brings out the best in each student.



Strengthen community

RAS families view the school as a second home and have a history of commitment and involvement in the school community. However, due to the Covid-19 pandemic and leadership transitions, the community is eager for stability, engagement, and continuity. The Director will promote a cohesive and welcoming community by being present and engaged with all stakeholders, and by sharing traditions and celebrating accomplishments across the community. The next leader will create opportunities to develop agreed upon norms of communication and role expectations with a shared sense of purpose. With a personal and professional commitment to diversity, equity and inclusion, global citizenship, and intercultural competence, the Director will support the faculty and parent community through careful listening, visibility, relationship building, and respectful acknowledgement of the school's history.

Ensure financial and facility sustainability

In collaboration with the Board of Trustees, the next Director will strategically align fiscal resources to support programs and seek avenues for additional resources. Community members love the School's ocean setting and students benefit from the new, modern facilities. A strategic financial approach is needed for continuous facility sustainability and technology upgrades will be increasingly important to prepare students to be future ready. The next Director will raise the profile and value proposition of the school in the internal and external community, with the aim of building enrollment. Paying off the building loan and rebuilding the reserve account will be additional objectives to ensure the School's long-term financial stability and growth.

Recruit, retain and develop high quality faculty and staff

Many of RAS's faculty and staff love the cultural diversity of the school and the School's warm, friendly atmosphere. Given current world-wide teacher shortages, however, competition for experienced, high-quality teachers will only intensify in the future. The faculty evaluation protocol has recently been revamped and it lays the foundation for cultivating a positive, professional culture of academic excellence. The Director and School leadership will optimize the value of this foundation, supporting building effective teams and shared practices that improve learning across the school. The Director will prioritize recruiting, retaining talent, leadership coaching, and professional development in pursuit of a shared institutional vision.

Streamline and systemize communications

Excellent written and verbal communication skills are essential for the next Director to ensure that all RAS stakeholders clearly understand and can celebrate the school's value proposition. The RAS community values direct, transparent, and timely communications and seeks to be informed about activities, procedures and decisions in a systematic manner. Developing engaging and relevant communications for all stakeholders which celebrate and demonstrate learning will be a priority. The next Director will create and maintain formal and informal processes and will ensure that a School plan for communications is implemented with consistency that engages parents in a shared understanding of student progress and RAS values.



Qualifications and Personal Attributes

Rabat American School is seeking in its next Director an innovative, experienced, and inspiring educational leader who fully embraces the school's mission and vision and eagerly intends to make a long-term commitment to the position. The next Director will possess most or all the following qualifications and qualities:

- An experienced international leader with a proven background in curriculum and pedagogy, who has successfully served as head of school and led a school to its vision of academic excellence;
- Suitable degrees in educational leadership preferred;
- A culturally competent leader who is open to developing a strong understanding of the Moroccan culture and fully embrace the rich and historical local customs and traditions;
- A community builder who enjoys being an active and visible presence in the life of the school as a foundation for strong, supportive relationships with all community members;
- The ability to think strategically, articulate vision and strategy, and manage the systems and processes necessary to implement a strategic direction;
- An ability to listen and communicate authentically and effectively with parents, faculty and staff, students, and the Board of Directors so that these groups are appropriately involved and informed of school events, policies and procedures, potential issues, key decisions, and needs;
- An open, approachable, and responsive leadership style that genuinely invites and respects the perspectives and views of others and builds a culture of trust;
- Proven experience in supporting and integrating principles and practices of diversity, equity, inclusion and belonging into a school curriculum, professional development, and student and employee experience;
- An ability to calmly make difficult decisions, when necessary, communicating with diplomacy, and transparency, to ensure community engagement and buy-in;
- Experience in and proven ability in managing financial resources thoughtfully and intentionally, with dedicated commitment to fostering a culture of excellence;
- Experience in recruiting, retaining, supporting and developing the growth of talented faculty, staff, and administration.
- Candidates who are bilingual or multilingual would be a plus, French, Arabic and/or Spanish language skills would be helpful.

Learn More

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

[School Website](#)

[Pillars in Action](#)

[Strategic Plan](#)



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 statement of no more than two pages of educational and leadership 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:

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