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INTERAMERICAN
ACADEMY

Join Our Team!

LEADERSHIP SEARCH



Position: Executive Director (Head of School)

Start Date: July 2026

Accreditation: Cognia / SACCS-CASI

Curriculum: U.S. Common Core, AP Capstone,
Standards-Based Learning

Grades: Nursery 2 – Grade 12

Language of Instruction: English





SCHOOL OVERVIEW

InterAmerican Academy (IAA) is a distinctive, mission-driven international school located in Guayaquil, Ecuador. With over 45 years of academic excellence, IAA is known for its inclusive international community, commitment to personalized learning, and implementation of innovative best practices. It is the only school in Guayaquil that follows a Northern Hemisphere academic calendar (August-June), making it uniquely positioned to serve internationally mobile families, including diplomatic and corporate communities.

IAA attracts students from across the city seeking academic excellence, English language fluency, and access to post-secondary education opportunities abroad. With a strong record of university placements in the U.S., Canada, and Europe, IAA prepares students through a rigorous and responsive educational approach grounded in inquiry, project-based learning, and social-emotional development.



HISTORY AND GOVERNANCE

Founded in 1979 by a group of American School parents seeking a more internationally-focused and academically rigorous education, IAA was first accredited in 1981 by the Southern Association of Colleges and Schools. The school relocated from its original Urdesa campus to Puerto Azul, a secure, gated community favored by diplomatic and expatriate families. Today, IAA is governed by an 8-member Board of Directors, including elected parents, a U.S. Consulate representative, and the Executive Director. The school also operates the Center for International Education (CIE), home to its International Language Academy, which provides English-language education to the broader Guayaquil community.



ACADEMIC APPROACH



IAA offers a U.S.-based curriculum aligned with the Common Core Standards and features a comprehensive Advanced Placement (AP) program at the secondary level, including its status as Ecuador's first AP Capstone school. Students identified as gifted can accelerate in core subjects, and all students benefit from an environment that supports differentiated instruction, co-teaching, and data-driven student support.



ACADEMIC APPROACH

The school implements a tiered system of academic and behavioral support (MTSS, RTI, PBIS) and provides a wide range of student services, including:

- Gifted Education Program
- Learning Support and Accommodations
- English Language Learner Support
- Social-Emotional Counseling
- Behavioral and Restorative Interventions

Assessment practices are standards-based, data-informed, and personalized. Students participate in student-led conferences, and teachers regularly analyze growth data using IReady, MAP, and formative assessments to drive instruction and reflection.



CURRICULUM AND INNOVATION

- Early Childhood: Reggio Emilia-inspired, play-based learning
- Elementary: Bridges Math (PreK-5), Amplify Literacy (K-5), MakerSpace integration
- Middle School: IReady Math (6-8), Interdisciplinary Humanities with project-based learning
- High School: AP program including Literature, Language, Seminar, and Research, with a new math curriculum to be adopted in 2025-26

The curriculum is centered on problem-based learning, design thinking, and standards-based grading. Teachers engage students in authentic learning experiences while nurturing critical thinking, collaboration, and self-direction.



FACULTY DEVELOPMENT AND SCHOOL CULTURE

IAA is a model of shared leadership and professional collaboration. Teachers actively contribute to school-wide decisions through:

- Strategic Planning Action Teams
- Professional Learning Communities
- “Teachers Teaching Teachers” peer-led workshops
- Leadership Team representation





FACULTY DEVELOPMENT AND SCHOOL CULTURE

The newly established Director of Teaching & Learning supports instructional clarity, coherence, and innovation across divisions.

A robust instructional handbook and annual “Belonging Week” provide structure and inspiration for professional growth.

Faculty are all trained in:

- Positive Behavioral Interventions and Supports (PBIS)
- Conscious Discipline
- Reframing Behavior
- Crisis Prevention Institute (CPI) methods

The school culture emphasizes student well-being, restorative practices, and a deep sense of belonging, respect, and personal growth for all learners.



ASSESSMENT PHILOSOPHY

At InterAmerican Academy, assessment is a vital part of the continuous improvement process, designed to support and enhance student learning. We believe that all students benefit from a balanced variety of assessment strategies that:

- Inform instruction and improve the learning process
- Track progress toward academic and developmental goals
- Maximize individual strengths and learning potential

In our diverse international community, effective assessment practices must be:

- Differentiated to meet varied learning styles and backgrounds
- Reflective, fostering student ownership and ongoing growth
- Transparent and accessible to students, teachers, parents, and receiving schools

Assessment at IAA is not just a measure of achievement—it is a tool for learning, reflection, and meaningful progress.



WHY IAA?



IAA is a small, agile, and vibrant school community that offers a rare combination of personalized education, academic excellence, and global outlook. The next Executive Director will join a deeply committed team of educators and lead a school poised for continued growth, innovation, and impact in the region.



IAA COMMUNITY

InterAmerican Academy is a close-knit, inclusive learning community where all members—students, families, faculty, and staff—are active participants in school life. IAA models shared leadership, encouraging voice and agency among its stakeholders and cultivating a culture of collaboration, belonging, and continuous growth.

Enrollment at IAA has historically ranged between 200–330 students from Nursery through Grade 12. As of the 2024–2025 school year, enrollment stands at 225 students. The student body represents 22 nationalities, with approximately 50% Ecuadorian, 24% U.S., and 26% from countries such as Spain, Venezuela, France, and Mexico. IAA serves families connected to the U.S. Consulate, multinational companies, and local Ecuadorian families seeking a high-quality, American-style education that facilitates post-secondary opportunities abroad. Notably, 99% of graduates attend four-year universities in the U.S., Canada, or Europe.



IAA COMMUNITY

The faculty is composed of 46 local educators and 21 international teachers, including professionals from the U.S., Venezuela, and Peru. All international staff live in school-owned housing within the gated Puerto Azul community, located within walking distance of campus, providing a safe, convenient, and welcoming environment for expatriate professionals.

Belonging and compassion are core to the IAA experience. The school has integrated service learning, community engagement, and project-based initiatives into its culture, including:

- **Week Without Walls (K-12)**
- **Minimester Program (Grades 9-12)**
- **Senior Projects**
- **Student-Led Exhibitions of Learning (Biannually)**
- **Award-Winning Community Service Projects**, such as the AMISA Young Leaders Award (2019)



IAA COMMUNITY

IAA actively celebrates its international identity through events such as **International Day, Thanksgiving, Noche de Clown, Día del Libro**, and a variety of Ecuadorian cultural celebrations. These experiences build meaningful connections across cultures and deepen community engagement.

IAA is an active member of the **College Board, AMISA, AAIE, PTC**, and **Cognia**, and participates in a local AMISA-affiliated sports league. The school has implemented **SHARK Standards** as part of its standards-based grading and values framework, supporting character development, global citizenship, and critical thinking.



IAA'S MISSION, CORE VALUES, AND STRATEGIC PRIORITIES

IAA's Mission: *Our mission is to **ignite** and **nurture** **compassionate lifelong learners** who **forge their own paths** and **positively impact their world**.*

This mission statement is based on the school community's core values:

- **Respect:** We believe that respect builds a safe, positive, and healthy environment where all SHARKs flourish.
- **Belonging:** We believe that valuing differences, embracing & listening to every voice, and treating people equitably cultivates a sense of belonging.
- **Perseverance:** We believe that persevering through challenges fosters personal growth, self-belief, and the strength to thrive.
- **Excellence:** We believe that nurturing each individual's unique passions and pathways inspires them to reach their fullest potential.



IAA'S MISSION, CORE VALUES, AND STRATEGIC PRIORITIES

Through its values, IAA intends to have the following mission impacts:

- All learners will act with **integrity and empathy, value diverse perspectives**, and continuously grow through **purposeful learning experiences**.
- All learners will take ownership of their journey by **leveraging strengths, seeking knowledge, setting goals**, and **embracing & adapting to challenges**.
- All learners will apply their knowledge to find **sustainable and socially responsible solutions** to **shape their world** and **inspire others**.



IAA'S MISSION, CORE VALUES, AND STRATEGIC PRIORITIES

The Strategic Priorities identified for IAA's 2025-26 school year and beyond are:

In support of our **Core Values** and **Mission**,

- We will ***strengthen our sense of community*** with the ***active participation*** of students, parents and staff where ***every voice is heard***.
- We will ***engage individual choice*** and ***voice to inspire*** innovative and ***personalized learning experiences***.
- We will ***develop and share our story*** within IAA and beyond so all clearly ***understand our identity***, and the unique opportunities we provide.
- We will develop and ***implement innovative strategic enrollment practices*** driven by data.

Each of these strategic priorities has an action plan team (of students, parents, educators, and board members) working together towards measurable objectives and outcomes.



CHALLENGES AND OPPORTUNITIES

In recent years, Ecuador has faced significant socio-political, economic, and energy-related challenges. These include prolonged power outages, economic instability, and an increase in violent crime, particularly in Guayaquil. While much of the violence has been concentrated in isolated areas, the city remains one of the most security-challenged urban centers in the region. These external conditions have influenced enrollment patterns, especially among multinational and affluent Ecuadorian families, some of whom have relocated to more distant neighborhoods or moved abroad.

The COVID-19 pandemic resulted in a loss of approximately 100 students, and recent waves of violence—such as the 2024 armed takeover of a national television station—have further affected family retention and relocation decisions. Despite this, IAA's **reputation for educational excellence and community care has remained strong**, and the school continues to attract top-tier international educators.



CHALLENGES AND OPPORTUNITIES

In 2025, IAA hired a new Director of Marketing, Admissions, and Communications and partnered with the Enrollment Management Association to implement a Strategic Enrollment Management (SEM) plan, including branding, communications, and data-informed enrollment strategies. These efforts, supported by an active SEM team, have already begun to yield results in new admissions and increased visibility.

IAA also prioritizes campus safety and staff security. The school has partnered with ClearPath EPM, a professional safety and security firm, and receives support from the U.S. Office of Overseas Schools, including a \$130,000 grant to enhance campus security infrastructure. A trained Campus Resiliency Team, strong ties with the U.S. Consulate, and collaboration with local authorities and contracted security services ensure ongoing preparedness and safety training for all staff.



CHALLENGES AND OPPORTUNITIES



Enrollment for 2024-2025 fluctuated between 220-230 students, with projections of 215-220 for 2025-2026. While these numbers reflect broader regional challenges, IAA's dedicated community, forward-thinking Board, and agile Leadership Team are committed to long-term stability and strategic renewal.



A TIME FOR VISIONARY LEADERSHIP

InterAmerican Academy is poised for a new chapter of growth, innovation, and deeper community connection. The school seeks a dynamic, experienced, and visionary Executive Director to lead IAA into the future—strengthening academic excellence, fostering belonging, and guiding the school through continued renewal amid a complex regional landscape.

This is a unique opportunity to join a passionate team and vibrant international community in making a lasting impact in Guayaquil and beyond.

**We look forward to welcoming you to the IAA family in the
2026–2027 school year.**





InterAmerican Academy is an international, mission-driven institution, located in Guayaquil, Ecuador, and committed to academic excellence, global citizenship, and the holistic development of students. The Executive Director is the chief executive officer and educational leader of IAA and is responsible for the overall leadership and management of the school. This visionary, mission-driven leader will guide the school in fulfilling its strategic priorities and ensure a nurturing, safe, and inclusive environment where all SHARKs—students, staff, and families—flourish. The IAA Executive Director works closely with an engaged Board of Directors, leads a committed team of educators, and represents IAA to the broader local and international community.



QUALIFICATIONS

- Advanced degree in Education, Educational Leadership, or a related field. Master's degree minimum, licensed as principal and/or school administrator (or professional level equivalent)
- Demonstrated success in strategic planning, team leadership, and continuous school growth and improvement.
- Deep understanding of international curricula (AP and/or other American systems).
- Extensive experience in education, management, and in leadership with previous experience in an international school preferred.
- Experience in identifying resources, recruiting faculty, human resources management, budget and finance and in working with non-profit school boards.



QUALIFICATIONS

- Excellent interpersonal, communication, and cross-cultural collaboration skills.
- Strong public relations, marketing, and student recruitment skills.
- Dedicated commitment to strategic planning and thinking.
- Sufficient level of written and oral Spanish and English to communicate effectively with the Board of Directors, faculty, staff and parents.
- Ability to work in a complex, dynamic, diverse international environment.
- Pass required criminal history background check (for all locations lived within the past five years)



REPORTS TO: Board of Directors.

LOCATION: InterAmerican Academy, Km. 10.5, Puerto Azul,
Guayaquil, Ecuador

START DATE: JULY 15, 2026

SCHOOL WEBSITE: <https://www.interamerican.edu.ec>

GOAL: To provide visionary leadership and the demonstration of exemplary management skills in the recruitment and development of faculty, the implementation of a challenging curriculum, the assurance of long-term financial stability, the provision of effective communication with all the school's constituents and the commitment to a strategic planning process.



PERFORMANCE RESPONSIBILITIES

Communication

- Maintain a positive relationship with the Board by keeping members informed, offering professional advice, communicating with Board members equally, refraining from public criticism of Board members, participating in resolving differences of opinion, and accepting existing policy and the implementation of regulations.
- Maintain positive community relations by keeping abreast of the changing environment, accepting input from others, and participating in appropriate community associations.
- Lead curriculum development, data-informed instruction, and teacher professional growth, ensuring alignment with the U.S. and AP Capstone frameworks.



PERFORMANCE RESPONSIBILITIES

Communication

- Oversee the development and execution of a dynamic, student-centered academic program rooted in personalized, inquiry-based, and experiential learning.
- Build trust and strong relationships with students, parents, faculty, staff, alumni, board members, and local and diplomatic communities.
- Serve as IAA's primary representative and advocate, promoting the school to prospective families and institutional partners



PERFORMANCE RESPONSIBILITIES

Finance and Budget

- Demonstrates knowledge and understanding of business and finance by being informed of physical plant needs, monitoring budget, and keeping the Board informed regarding financing needs and by assisting in identifying, planning and implementing long-term financial stability and sustainability.
- Work with the school business manager and board treasurer to ensure financial stewardship, prepare a budget; and see that the organization operates within budget guidelines.
- Oversee campus operations, safety, facilities planning, and infrastructure improvements in alignment with IAA's master plan.
- Ensure compliance with Ecuadorian regulations, U.S. accreditation standards, and visa/work permit processes for international staff.



PERFORMANCE RESPONSIBILITIES

Finance and Budget

- Ensure that adequate funds are available to permit the organization to carry out its work.
- Recommends enrollment objectives with respect to student numbers, character, and qualities to predict success at the school – and executes programs to achieve strategic enrollment management objectives in cooperation with the board’s development committee.
- Develop and implement effective enrollment growth strategies, including public relations, innovative marketing, social media management, family and student retention, and community engagement efforts to strengthen the school’s visibility and appeal.
- Participate in planning and leading fundraising and advancement initiatives, including alumni relations, corporate sponsorships, and other development opportunities that support the school’s strategic goals.



PERFORMANCE RESPONSIBILITIES

Staff Relations

- Recommends enrollment objectives with respect to student numbers, character, and qualities to predict success at the school – and executes programs to achieve strategic enrollment management objectives in cooperation with the board’s development committee.
- Develop and implement effective enrollment growth strategies, including public relations, innovative marketing, social media management, family and student retention, and community engagement efforts to strengthen the school’s visibility and appeal.
- Participate in planning and leading fundraising and advancement initiatives, including alumni relations, corporate sponsorships, and other development opportunities that support the school’s strategic goals.



PERFORMANCE RESPONSIBILITIES

Board Relations

- To develop, with the Board President, the calendar and monthly agenda for regular Board meetings and committee meetings.
- To attend all meetings of the Board, except meetings pertaining to the Executive Director's own performance, and shall be responsible for implementing all Board decisions.
- To perform other responsibilities and duties, consistent with those normally associated with the position of Executive Director of the School, as might be assigned by the Board President or the collective board.



PERFORMANCE RESPONSIBILITIES

Personal Attributes & Qualities Desired:

- Committed leader of learning
- Mission and values-driven decision maker
- Visionary, empathetic, and culturally responsive leader
- Authentic, effective, intercultural communicator
- Strong advocate for student and staff well-being and growth
- Collaborative relationship builder
- Adaptable, resilient, and solution-oriented
- Effective recruiter of teachers and staff
- Ability to work with sensitivity in complex, changing environments, including experience in managing organizations through challenging economic, security, or operational contexts. Ability to lead the school in strategic planning and future planning
- Good working knowledge of Spanish



TERMS OF EMPLOYMENT

Up to 220-day contract with a work calendar approved by the Board President. Contract terms, salary, and benefits shall be those negotiated between the Board and the Executive Director. Traditional benefits in alignment an international executive director position may include (but are not limited to): furnished housing owned by the school and provided to the director; a vehicle to drive; annual home leave; international health insurance; and tuition remission for up to two qualified dependents.

EVALUATION

Job performance will be evaluated by the Board of Directors in accordance with procedures outlined in the contract and Board Policy





APPLICATION PROCESS

Interested candidates should submit the following to **searchcommittee@interamerican.edu.ec** by **Oct. 1st**

- A letter of interest expressing interest and suitability for this position
- A current CV highlighting relevant experience
- Contact information for five professional references from the past 7 years (including your current supervisor)

InterAmerican Academy (IAA) is the leading American International School in Guayaquil, Ecuador, with over 45 years of academic excellence. As an Cognia-accredited institution and an AP Capstone School, IAA offers a rigorous U.S.-based curriculum emphasizing project-based learning, innovation, inclusion, sustainability, and the development of globally engaged citizens. IAA serves a diverse international community and is committed to nurturing each student's academic potential, personal growth, and sense of belonging.

A large group of students and staff are posing on a wall decorated with various national flags. Some are standing on top of the wall, while others are sitting or kneeling in front. Many are wearing red or black polo shirts with the IDAA logo. The background shows trees and a clear sky. The IDAA logo is overlaid in the center, featuring a white star above the letters 'idaa' in a stylized font.

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