

[www.raffles-american-school.edu.my](http://www.raffles-american-school.edu.my)



Raffles American School seeks its next Secondary Principal to join in July 2025



Think. **Create.** Succeed.



## About Raffles American School



**R**affles American School (RAS) is an international K-12 day and boarding school located in Iskandar, Malaysia. With over 27 nationalities represented by our 460 students, we provide a robust American curriculum and offer an enriching environment that prepares students for academic success and lifelong learning. Spanning 46 acres, our state-of-the-art campus is an inspiring setting for learning and community building.

At RAS, we aim to foster a learning environment that supports students in becoming global citizens with a strong sense of character, intellect, and compassion. We are accredited by the Western Association of Schools and Colleges (WASC) and offer Advanced Placement (AP) courses to challenge our students.

# Mission and Core Values

Raffles American School is a learning community that empowers students to achieve their academic and life potential. RAS serves students Pre-K through 12th grade. Our rigorous and rich academic and co-curricular programs encourage student growth through a learning outcome approach, acknowledging multiple types of intelligence and paths to learning. We facilitate student success through collaboration with parents, a balanced focus on intellectual, emotional, physical, and social progress, and a profound belief that all students can learn.

To complement our curriculum, we expect that all students will actively demonstrate the following General Learning Outcomes:



## Critical Thinking

Think analytically, strategically, critically, creatively, independently, and collaboratively.



## Organization

Efficiently allocate their time and energy towards prioritized tasks.



## Communication

Communicate effectively as listeners, speakers, readers and writers through auditory, visual, physical or digital means to a range of audiences for a range of purposes.



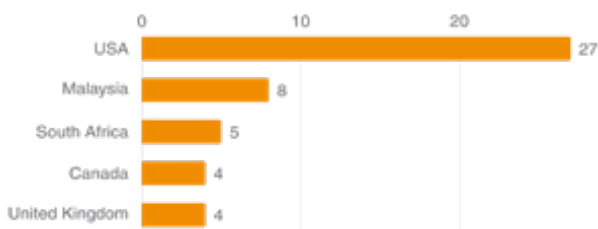
## Character

Demonstrate compassion, honesty, and integrity in dealing with others.

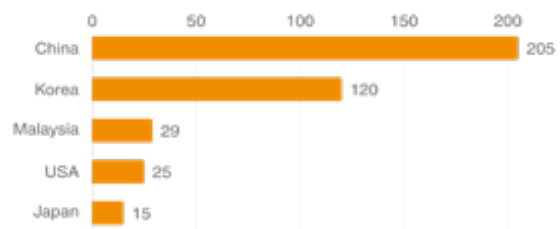


## Key Demographics

- 36 Nationalities represented by students and faculty
- 460 Students
- 106 Teacher and Leadership Faculty
- 1:4 Teacher-to-student ratio



Faculty by Nationality



Students by Nationality

At Raffles American School, our 460 students represent 27 nationalities, reflecting our commitment to internationalism, diversity, and inclusion. This multicultural environment fosters cultural awareness and prepares students for an interconnected world. We value the unique perspectives each student brings, promoting respect, empathy, and a sense of belonging, helping them grow into compassionate global citizens.



# Organizational Structure

The academic team consists of our elementary and secondary school. Our dedicated teachers in each division are led by a principal and assistant principal, and are assisted by counselors and curriculum coordinators. Our teacher-leaders guide academic departments in secondary school and grade-level teams in primary school. The principal team reports to the superintendent and together they form the Senior Leadership Team (SLT). To lead educational and operational initiatives throughout the school community, the SLT collaborates closely with organizational department heads, including the Business Development Director, Finance Manager, Admissions Director, Facilities Manager, HR Managers, Executive Chef, Security Manager, and Boarding Director.

# Our Facilities

**S**tate-of-the-Art Campus: Modern science labs, planetarium<sup>2</sup>, technology suites, multi-floor open-concept library, high-ceiling classrooms with ample natural light, 3 playgrounds, 2 large indoor gymnasiums<sup>1</sup>, 400-meter track & field, 2 full-size soccer fields, full-sized baseball field, Olympic-sized swimming pool<sup>3</sup>, 25-meter shallow swimming pool, outdoor tennis and basketball courts, spacious art rooms, photography studio, dance studio<sup>4</sup>, ballet rooms, gymnastics room, multiple music classrooms, choir classroom, 2 climbing walls, Performing Arts Center with an 800-seat auditorium<sup>5</sup>, Black Box Performance Theater.





# Boarding Program

Our full boarding program, with personalized support for international students, ensures a nurturing and academically focused environment. Approximately 25% of our middle and high school students live on campus. Teachers who are passionate about supporting these students have the opportunity to reside in our apartments within the boarding facilities as Resident Assistants. The program provides students with academic structured support, time to relax, utilize campus amenities and enjoy the local community.





### Extracurricular Program

At RAS, Co-Curricular Activities (CCAs) are not just about competition, they are about enjoyment, social interaction, and character development. As a supplement to academics, our CCA program strives to mirror RAS's General Learning Outcomes (GLOs) by developing critical thinking, interpersonal and communication skills, in addition to fostering discipline and sportsmanship. Our program is split into three seasons, with about 100 preK-12 CCAs each season. Our program is diverse, including team sports, academic pursuits, the arts, and much more. All our teams compete locally, with tournaments and friendly exchanges. Our high school teams also compete internationally in a variety of pursuits, such as band and sports.

# Academic Curriculum



The Raffles American School curriculum emphasizes a holistic, student-centered approach to learning, focusing on critical thinking, creativity, and problem solving. It encourages active participation through project-based learning, discussions, and hands-on activities, promoting individual growth and collaboration. Students are given the flexibility to explore subjects in-depth, with a strong foundation in core areas like English, math, science, and social studies, while also integrating technology and the arts. This approach fosters well-rounded development, preparing students for real-world challenges by encouraging inquiry, independence, and adaptability across diverse learning experiences.



We assess the following standards: NGSS, AERO, ACTFL, and Common Core for English and math. Most of our high school students study a wide range of AP courses, and we also currently offer the IBDP. In grades 3-10, students with very limited English proficiency can enter our school in the English Immersion Program (EIP). After demonstrating sufficient proficiency they enter our ELL program, and eventually our mainstream program.



# The Position

The Secondary School Principal is responsible for all components of the grade 6-12 program, with a focus on all students and teachers reaching their full potential. The ideal candidate will foster a collaborative environment among teachers, students, and parents, emphasizing academic excellence, personal growth, and an open spirit of continuous improvement. The principal is responsible for articulating and operationalizing a clear vision for teaching and learning that connects with our school community.



## Qualities of the successful candidate

The successful candidate will possess the ability to:

- Effectively communicate
- Build trusting relationships and community cohesiveness
- Make informed and strategic decisions
- Appropriately adapt to context
- Demonstrate professionalism
- Achieve student-learning improvements
- Develop teachers
- Lead curriculum design, assessment, and grading
- Enhance classroom instructional strategies
- Lead an effective English language acquisition strategy

## Qualifications

- Master's or doctorate degree in educational leadership or related field
- Leadership and teaching experience in secondary school, preferably in an international context
- Ability to professionally evaluate programs and faculty
- Ability to lead a diverse team of educators to focus on a shared approach to student learning
- Ability to successfully lead team improvements from conceptualization to completion
- Ability to see the big picture, the details, and the links between the two
- Proactive, energetic, and humble
- Eagerness to develop systems where others' abilities will shine



## HOW TO APPLY

We encourage qualified candidates to submit their resume, cover letter, and a list of three professional references to [careers@rafflesamericanschool.org](mailto:careers@rafflesamericanschool.org) before November 20th, 2024.

Interviews will begin as shortlisted candidates are identified. Applicants are encouraged to apply early as we may select an outstanding candidate before the application deadline.

## COMMITMENT TO DIVERSITY

RAS is dedicated to creating an inclusive environment where all individuals are valued and respected. We do not discriminate on the basis of race, religion, gender, nationality, or background in our hiring practices.

## CHILD PROTECTION

RAS respects and upholds the National Child Protection Policy of Malaysia and supports international and local conventions which demand that children receive protection against any and all forms of abuse and exploitation. RAS upholds the indivisible rights of children and will act without hesitation to ensure a child-safe environment is maintained within its organization and its operations.

