



GRADED – THE AMERICAN SCHOOL
OF SÃO PAULO
São Paulo, Brazil

HIGH SCHOOL PRINCIPAL
Start Date: July 2022
graded.br



Carney
Sandoe
& ASSOCIATES

GRADED

THE AMERICAN SCHOOL OF SÃO PAULO

MISSION

Inspire / Challenge / Succeed: every student / every heart / every mind.

VISION

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

CORE VALUES

Intellectual Curiosity

Integrity

Perseverance

Kindness

Respect

IDENTITY STATEMENT

Graded is an American school serving an international community that instills excellence and empowers students to succeed in a global society.

OVERVIEW

Founded in 1920, Graded - The American School of São Paulo, provides an exceptional education to an international community of students ages 3-18 across three divisions: Lower, Middle, and High. Steeped in tradition, yet dynamic and pioneering from the start, Brazil's oldest and largest international school recognizes the need for a strong, intercultural education in an increasingly global society. The school's institution-wide emphases on metacognition and belonging help foster deeper learning.

Graded's vibrant campus houses an engaged, diverse, and spirited student body. Offering an International Baccalaureate (IB), as well as American, and Brazilian Diplomas, Graded provides small classes and an individualized, high-calibre education. Students are supported by ample resources and have myriad opportunities to grow and develop their unique abilities via rigorous academic and rich co-curricular programs.

Graded is seeking a new High School Principal effective July 2022. Reporting to the Superintendent, the next High School Principal will hold comprehensive responsibility for the curricular and social leadership of the High School (grades 9-12) with a current enrollment of 434. Serving alongside a highly-effective and collaborative Senior Leadership Team, this individual will direct a group of 55 gifted and dedicated High School educators who support an intellectually-curious and involved student body.

The Search Group at CS&A sees this role at a leading American school in the heart of Brazil as an exciting and significant opportunity for a strong and forward-thinking administrator. As the school seeks to make the appointment in the first semester, interested parties are encouraged not to delay.

FAST FACTS

Founded: 1920

Total students: 1308

Students in High School: 434

Total faculty: 160

High School faculty: 55

Average faculty retention rate: 9.5 years

Percentage of annual student turnover: 20%

Faculty with advanced degrees: 67%

Student/teacher ratio: 1:7.5



SCHOOL HISTORY

Graded - The American School of São Paulo—or “Graded,” as it is better known—was founded shortly after World War I, when the city’s American Chamber of Commerce envisioned a local school that would prepare the children of American executives for repatriation and entrance into American colleges and universities. In 1920, two women, Ruth Kolb, the Brazilian-born granddaughter of an American immigrant, and Bel Ribble, an American, were appointed by the Chamber to open a two-room schoolhouse for 11 students in grades 1-12. The endeavor proved a success and the school quickly flourished, growing to its current enrollment of 1,300+ students a century later.

THE SCHOOL

Today, Graded enrolls a student body of 1,308 representing 40 different nationalities. More than half of Graded students are international and more than one-third hold citizenship in more than one country. Whether they are a part of the school community for just a couple of years or progress through all 15 years as “lifers,” students at Graded learn to embody the school’s values of intellectual curiosity, perseverance, respect, integrity, and kindness in all they do.

A student’s journey at Graded begins at age three in the Montessori-based Pre-primary Program. As they move across Graded’s three divisions, students build upon the fundamentals acquired in the Lower School to discover and pursue their passions in the Middle School. The High School offers a college-preparatory program that culminates in an American Diploma, with the option to also pursue an IB and/or Brazilian High School Diploma.



Graded students are curious, motivated self-starters whose love for learning and their school is palpable. Intrinsically balanced, they understand the importance of a well-rounded education that incorporates academics with arts, athletics, and service learning. Classroom Without Walls (CWW), an annual week-long experiential learning travel program, and field trips bring classroom learning to life.

Faculty members strive to produce graduates who are clear communicators, critical thinkers, self-motivated learners, and responsible, reflective, inclusive, curious risk-takers. Students in all grades are nurtured and supported as they inquire, explore new ideas, and learn from their mistakes. By the time they graduate, they are prepared to enter the global community as true leaders.

In recent years, Graded has instituted a strong emphasis on the “science of learning,” focused on ensuring that all students engage in “deep, enduring, and transferable” learning experiences. This cutting-edge work, based on the latest cognitive science research, is facilitated by Graded’s Learning Lab and supported by several external partners including the Stanford d.school, Teachers College, Columbia University, and COGx, an R&D in applied cognitive science (www.cogx.info). The Learning Lab’s team of four Deeper Learning Coaches, supported by two Curriculum Coordinators, are dedicated to training teachers to apply cognitive science principles in the classroom.

Deeper learning at Graded is grounded in the belief that enduring learning experiences occur when students have a strong sense of belonging, purpose, autonomy, and motivation. As such, the school has simultaneously prioritized social emotional learning. Activities including community mentoring, student ambassador programs, counseling, and an on-going partnership with the Institute for Social and Emotional Learning (IFSEL) are part of the day-to-day work at Graded that helps create an environment in which all students and employees can thrive.



Graded - The American School of São Paulo is a non-profit institution accredited by AdvancED and the Brazilian Ministry of Education, and as an IB World School, is authorized by the International Baccalaureate Organization (IBO). The school is a member the Association for the Advancement of Education (AAIE), American International Schools in the Americas (AMISA), the U.S. National Association of Independent Schools (NAIS), Mastery Transcript Consortium, EXPLO Elevate, and the American Montessori Society.

HIGH SCHOOL PROGRAM

Graded's High School provides a world-class education designed to fully prepare students for the challenges of college and beyond. Students at Graded are defined by much more than their grades: they contribute fully to the school community through arts, athletics, and service learning opportunities, exhibiting ethical behavior and social consciousness throughout. Each year, Graded students gain admission to some of the most selective colleges and universities throughout the world.

Graded's American-style curriculum embraces the rigor of college-preparatory academics and the IB Diploma Programme (IBDP), while also thoughtfully interweaving Brazilian heritage and surroundings. This balance prepares Graded graduates for an ever-changing and increasingly interconnected global society. All students at Graded earn the American Diploma. Students have the option to earn the Brazilian Diploma, which is required for admission to Brazilian universities. Regardless of their chosen curricular track, all High School students must complete coursework in English, history, mathematics, social studies, science, and physical education. Graduation requirements also include study of the arts, Brazilian studies, and a world language (Portuguese or Spanish). Students are also encouraged to pursue their personal passions in electives that range from robotics to computer science to digital media, among many others.

COLLEGE MATRICULATION

Below is a partial list of colleges and universities in which Graded students enrolled over the past three years.

Amherst College
Barnard College
Berklee College of Music
Bowdoin College
Brown University
Claremont McKenna College
Columbia University
Cornell University
Dartmouth University
Duke University
Emory University
Erasmus Universiteit Rotterdam
Georgetown University
Harvey Mudd College
King's College London
Korea Advanced Institute of
Science and Technology
McGill University
Middlebury College
New York University
Northwestern University
Pomona College
School of Art Institute of Chicago
Seoul National University
Stanford University
Swarthmore College
Tufts University
Universidad Autónoma de Madrid
Universiteit van Amsterdam
University of British Columbia
University of California, Berkeley
University of California, Los
Angeles
University of Chicago
University of Hong Kong
University of Notre Dame
University of Pennsylvania
University of Southern California
University of Toronto
Vanderbilt University
Washington University, St. Louis
Wellesley College
Williams College
Yale University



Most juniors and seniors at Graded choose to pursue the IB Diploma: 76% of the Class of 2021 were candidates for the full IB diploma, and 58% earned all three—the American, Brazilian, and IB Diplomas. High School students not pursuing the IB Diploma take a combination of IB HL and SL certificate courses along with electives.

For a complete overview of current academic offerings, see the [2021-22 High School Course Handbook](#).

ATHLETICS

The varsity sports programs in the High School include soccer, basketball, futsal (indoor soccer), softball, track and field, volleyball, swimming, and cheerleading. Varsity teams are open all 9th-12th graders. High School athletics compete in the following leagues:

- SPHSL (Sao Paulo High School League)
- AASB (Association of American Schools in Brazil)
 - Little 8, Big 8
 - National Championship Tournaments
- SAAC (South American Activities Conference)



CO-CURRICULAR ACTIVITIES AND CLUBS

Students at Graded are encouraged to reach their highest potential beyond the classroom, as extracurricular engagement is viewed as an essential part of their overall educational experience. Focus is placed on the development of social and emotional skills such as cooperation, citizenship, sportsmanship, and allegiance.

Clubs and activities in the High School are organized into three categories: academics and leadership, arts, and service learning. Opportunities are extensive and include FALA, Model United Nations, Talon Literary Magazine, LGBTQ+, Femolution, Yearbook, Coding and Python, Digital Film Club, Jazz Band, Honor Choir, Investment Club—among many others.

FACULTY AND STAFF

Graded is committed to a diverse, equitable, and inclusive work environment. Graded employs more than 335 talented faculty and staff, representing 15 different nationalities. Sixty seven percent of faculty hold advanced degrees. The average faculty tenure is 9.5 years, which speaks to the school's exceptional community, culture, and support for professional learning. Graded teachers possess expertise in the best practices in education—differentiated instruction and understanding by design, assessment for and of learning, data-driven decision making, technology integration, and collaborative planning (see following page).

In the High School, faculty members embrace the school's mission and values. They work hard to prepare their students for the academic and intellectual demands of life after Graded. Faculty facilitate intellectual curiosity, the ability to communicate effectively, analytical and critical thinking skills, and a predisposition for conscious risk-taking. Teachers also emphasize how knowledge and skills can be integrated and applied cross-curricularly and to one's personal experiences.

PROFESSIONAL LEARNING DESIGN PRINCIPLES



MODEL MASTERY, IDENTITY, CREATIVITY

We believe that deep, enduring transferable learning happens at the intersection of mastery, identity, and creativity. Professional learning at Graded employs and models these virtues in our adult learning experiences.



MAINTAIN PURPOSE & FOCUS

Our mission, vision, and core values guide our work. Professional learning at Graded is intentional, focused, and in service of our beliefs and our strategic goals.



CREATE AGENCY AND OWNERSHIP

Teachers know our students best. Professional learning at Graded develops the skills and mindsets of teachers so they are empowered as decision makers, innovators, and designers who match learning experiences to the needs of their students.



FOSTER COLLABORATION

Learning is a social activity. Professional learning at Graded utilizes collaborative structures that simultaneously promote adult learning and develop teams with a strong sense of collective efficacy.



BE ACCESSIBLE

Learning is our work. Professional learning at Graded is part of our faculty's regular schedule and offered through a variety of delivery and design models.



GROUND IN STUDENT EVIDENCE

We know we are successful when our work positively impacts students' sense of mastery, identity, and creativity. Professional learning at Graded includes artifacts, examples, and evidence of student learning.



UTILIZE INTERNAL AND EXTERNAL EXPERTISE

Scaling, sustaining, and growing our learning is critical to our overall success as a school. Professional learning at Graded develops internal capacity and understanding while accessing external expertise to push our thinking in new ways.



CAMPUS

Graded's expansive, green campus is located in the leafy São Paulo suburb of Morumbi. The 15.6-acre campus contains more than 90 classrooms, a student center, three innovation centers, two libraries, an auditorium, a state-of-the-art athletics center, and the Graded Learning Lab. The unparalleled Lemann-Tully Arts Center houses classrooms, a darkroom, a film studio, gallery spaces, practice rooms, studios, and a black-box theater. Graded's commitment to campus improvement continues today, as it nears the completion of a multi-year capital campus renewal project.

SÃO PAULO, BRAZIL, AND BEYOND

Exotic Brazil, the world's fifth largest country, is renowned for its vibrance and abundant biodiversity. Brazilians are warm and open people who proudly celebrate their African, European, Asian, and Middle Eastern heritage. Home to beautiful beaches, Carnival, capoeira, bossa nova, samba, and the world's most ardent soccer fans, Brazil offers something for everyone.

São Paulo is the financial powerhouse of South America and a cultural mecca. The city, also known as "Sampa," is home to approximately 12+ million people and some of the world's largest diasporas. São Paulo prides itself on its cultural diversity, eclectic food scene, world-class museums, and vibrant nightlife. A lively cultural destination, São Paulo hosts events including the São Paulo Jazz Festival, São Paulo Art Biennial, São Paulo Fashion Week, and Carnival. A large number of parks provide ample green space for residents. The city offers a subtropical climate with warm summers and mild winters, comparable to temperature averages in Los Angeles.



Just two to three hours away are palm-fringed beaches and misty mountains. Brazil's cities captivate even the most seasoned traveler. Rio de Janeiro is nestled between golden beaches and verdant peaks. Salvador's colonial architecture spills down cobblestone streets, while the rhythms of capoeira resound. Nature lovers will delight in Brazil's diverse landscape—from the Amazonian rainforest, the Pantanal wetlands, to magnificent Iguazu Falls.

OPPORTUNITIES AND CHALLENGES

The next High School Principal of Graded will encounter the following opportunities and challenges:

Opportunities

- Cultivate and lead an engaged, talented, collaborative, and student-centered faculty.
- Serve and work with a diverse, international community of learners vested in research and innovation.
- Ensure the implementation of the strategic plan for High School students: *Be Successful, Be Happy, Be Involved – A Commitment to Every Student's Success*.
- Complete the successful implementation of Science of Learning Training.
- Deepen a sense of belonging among students.
- Enhance course offerings and delivery of the STEM Program.
- Develop strategies to continue to effectively prepare students to handle the academic/cognitive demands for success beyond Graded.



Challenges

- Foster and deepen student opportunities to connect classroom learning to real world experiences.
- Ensure students can demonstrate deep, enduring, and transferable learning across academic disciplines.
- Continue to refine High School assessment for and of learning philosophy.
- Foster a high degree of flexibility and creativity while operating and leading a school during volatile, uncertain, complex, and ambiguous periods.

DESIRED QUALITIES AND QUALIFICATIONS

The ideal candidate for this exciting leadership opportunity will be a dynamic, forward-thinking, self-confident, highly-relational, and passionate educator, as well as an instructional leader who effectively serves both the academic and social/emotional needs of students. They will have most of the following qualifications:

- Master's degree in educational leadership, curriculum/instruction.
- Three to five years minimum of educational leadership experience.
- Comprehensive understanding of the International Baccalaureate (IB) Program.
- Demonstrated commitment to current best practices in teaching and learning.
- Current understanding of assessment for and of learning.
- Superb verbal and written communication skills.
- Exposure to and experience with the application of cognitive science in a learning environment.
- Experience with school fiscal management.
- Exceptional ability to engage with all stakeholders.
- Comprehensive understanding of American educational practices.
- Broad understanding of American and international post-secondary educational systems.



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 one-page statement of educational 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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