

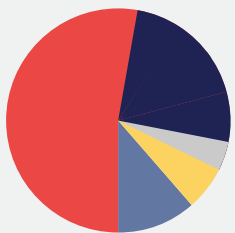
# WORKING AT AMERICAN SCHOOL OF THE HAGUE

## ASH AT A GLANCE

ASH (est. 1953) is one of the most established international schools in the Netherlands. We are a private, not-for-profit institution that, at every level of organization, focuses on enhancing the student learning experience. From Pre-Kindergarten through High School graduation, we encourage ASH students to take control of their own learning. ASH is the only school in the Netherlands offering both AP and IB, and a full-inclusion program of support and enrichment. ASH students consistently outperform global averages, and supported by our dedicated College Counseling Office, they find their way into esteemed institutions of higher education across the globe. ASH is accredited by NEASC, founded on the principle that self-reflection and candid feedback are essential to ongoing educational success.

## ASH FACULTY IN NUMBERS

### TOTAL NUMBER OF STAFF: 269



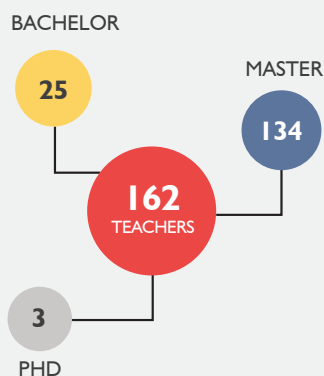
- 162 TEACHERS
- 63 SUPPORT STAFF
- 26 TEACHING ASSISTANTS
- 12 ADMINISTRATORS
- 6 FIXED TERM SUBS

### NATIONALITIES: 27

#### MOST REPRESENTED NATIONALITIES

-  UNITED STATES OF AMERICA
-  THE NETHERLANDS
-  CANADA
-  UNITED KINGDOM

### HIGHEST EDUCATION



SINCE 2015

**15**

FACULTY OBTAINED THEIR MASTER DEGREE WHILE WORKING AT ASH WITH FINANCIAL SUPPORT FROM ASH.



## LONGEVITY AT ASH



**8**

YEARS OF  
AVERAGE RETENTION



"There have been so many students who come back and say that I touched their lives and helped them find their way as professionals in music. I have been blessed with lots of amazing memories."

JIM, ASH FACULTY SINCE 1983, RETIRED IN 2022

## BENEFITS AT ASH



**MOVING  
ALLOWANCE**



**SETTLING  
ALLOWANCE**



**PENSION**



**HEALTH  
INSURANCE**



**TUITION  
WAIVER**



**PROFESSIONAL  
DEVELOPMENT**



**COMMUNITY  
BENEFITS**

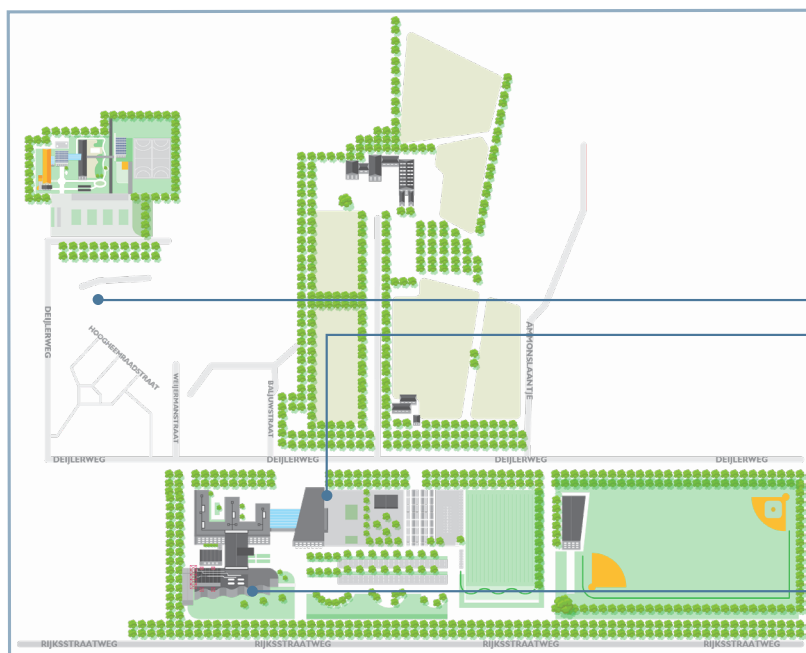


**GYM**



**CHILDCARE  
OPTIONS**

## WHERE DOES ASH FACULTY WORK



FACULTY AND TA IN THE  
EARLY CHILDHOOD CENTER

**28**

**28**

FACULTY AND TA IN THE  
UPPER ELEMENTARY SCHOOL

**55**

FACULTY AND TA IN THE  
MIDDLE SCHOOL

**71**

FACULTY AND TA IN THE  
HIGH SCHOOL

## WHERE DOES OUR FACULTY LIVE

**MOST ASH FACULTY CHOOSE TO LIVE IN  
THESE 4 PLACES:**

1. THE HAGUE
2. WASSENAAR
3. LEIDEN
4. AMSTERDAM



**MANY FACULTY RESIDE IN OTHER AREAS AND  
TRAVEL TO ASH BY BICYCLE, TRAIN, BUS OR CAR:**

ALPHEN A/D RIJN  
BLEISWIJK  
DELFT  
DORDRECHT  
HAARLEM  
HAZERSWOUDE  
KUDELSTAART  
LEIDERDORP  
LEIDSCHENDAM  
MAASSLUIS

NOORDWIJK  
OEGSTGEEST  
OUDERKERK  
ROTTERDAM  
UTRECHT  
VOORBURG  
VOORSCHOTEN  
ZAANDIJK

## PROFESSIONAL DEVELOPMENT OPPORTUNITIES IN 2022



### WORLD-RENOUNDED EDUCATIONAL CONSULTANTS

Opportunities to work with world-renowned educational consultants (on campus and virtually).  
2022 examples: Paul Andersen (Science, Inquiry, NGSS), Eowyn Crisfeld (multilingualism), Trevor MacKenzie (inquiry).

### DIVERSITY, EQUITY, INCLUSION, AND JUSTICE (DEIJ)

Schoolwide learning opportunities in DEIJ

2022 examples: student, faculty listening circles, facilitated training by Jacinta Williams



### VISIBLE WELLBEING

Schoolwide learning opportunities to develop wellbeing literacy and learn how to bring the Visible Wellbeing practices to our school community.

2022 examples: VWB Lighthouse School for Europe, facilitated workshops by Prof. Lea Waters.

### PROFESSIONAL MEMBERSHIPS

Schoolwide memberships to several professional organizations in order to provide access to the latest research, practices and to connect to a global network of educators.

2022 examples: Positivity Playground, a place for educators who want to learn more about building staff wellbeing, energy, engagement, and teamwork through Positive Peer Coaching.

Global Online Academy (GOA) and their center for professional learning, NEASC professional learning events, ECIS as our regional and global network of international educators.



### INDIVIDUAL PROFESSIONAL LEARNING AND DEVELOPMENT

In addition to bringing staff development to the school, we also support individuals and teams with wide-ranging professional learning opportunities. For the school year 2021-2022, we supported over 150 event registrations, school wide, reaching about 100 individuals or 40% of the staff. Some of the professional learning themes include: Sustainability, DEIJ, AP/IB, Inquiry, Visible Wellbeing, Leadership, Literacy, Languages, Math, Science, Music, Art, PE, Counseling, Social Studies, Design Thinking.

### EMBEDDED PROFESSIONAL LEARNING

Embedded professional learning in order to provide even greater access to learning opportunities in order to develop higher levels of self-efficacy and positively impact student learning.

2022 examples: middle level leadership capacity development workshop series, "Instant Tech," asynchronous, bite-sized tech lessons, workshops for all ability levels to create online units and lessons in our virtual learning environment.



## A FEW EXAMPLES OF LOCAL AND INTERNATIONAL TRAVEL OPPORTUNITIES



**SERVICE LEARNING**



**COACHING**



**FIELD TRIPS**

Service learning trips are part of ASH SDG Academy, year-long extracurricular programs that allow ASH students in grades 9 to 12 to partner directly with communities around the world, and take collective action on one of the UN Sustainable Development Goals. In 2022-2023 students traveled to Nepal, Thailand, and Belgium.



## OUR FACILITIES

### PERFORMING ARTS CENTER

The ASH theater seats nearly 500 people. We host theatrical and musical performances as well as events.

### ATHLETICS FACILITIES

Our students have access to various athletics fields, a newly renovated sportshall, and a fitness center with the latest facilities.



### ASH LIBRARIES

Each division has its own library that helps students develop a lifelong love for reading, and become media savvy, digital citizens.



### OTHER FACILITIES INCLUDE:

- FOOD SCIENCE LAB
- VEGETABLE GARDEN THAT OPERATES FARM-TO-TABLE CAFETERIA COLLABORATION
- MAKER SPACE
- DESIGN LAB
- VARIOUS PLAYGROUNDS INCLUDING GIANT SLIDE, SAFE MONKEY BARS, AND A FOREST-LIKE WILD GARDEN
- ONSITE DAYCARE CENTER (0-4)
- ONSITE AFTER SCHOOL CARE CENTER OPERATED BY ASH
- 1000+ SOLAR PANELS
- SUMMER SCHOOL EXPERIENCE PROGRAM

## MISSION

We build a better world as we become better human beings, hear and value every voice, keep every promise, and celebrate every achievement.

## CORE VALUES

- Communication
- Integrity
- Respect
- Empathy
- Responsibility

## VISION

We are determined to create a school where everyone is confident and able to take control of their own learning, and the world is our classroom.

### HUMAN RESOURCES INQUIRIES



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Follow the #ASHexperience on any of our channels @AmericanSchoolTheHague