



American School of Madrid Head of School Search - Frequently Asked Questions

Why is Ben Weinberg leaving ASM?

An international Head of School's tenure is often relatively short-lived, frequently lasting only a few years. We are grateful for Ben's more than a decade of dedicated stewardship at ASM, and his many achievements at ASM, even as, in light of the upcoming end of his contract term, we aim to transition to new leadership as we seek to continue to strengthen ASM's place as a leading American college preparatory school in Europe.

What are the Head of School's key responsibilities?

The Head of School serves as the chief executive officer of the school, a role that is broad and multifaceted. It requires strategic leadership, educational vision, and operational management. The Head of School is responsible for ensuring academic excellence, upholding the school's mission and values, and managing all aspects of school life—from faculty oversight to financial stewardship. The Head of School reports directly to the Board of Trustees and works closely with faculty, staff, students, parents, and the broader community to foster a supportive and dynamic learning environment.

Is the Head of School the same thing as a Headmaster?

Yes. ASM has historically referred to its leader as "Headmaster". However, as this term traditionally implies a male leader, we believe it is appropriate to adopt the gender-neutral term "Head of School", and plan to use this term going forward when referring to ASM's leader.



What qualities are we looking for in the new Head of School?

We seek a visionary and strategic leader guided by purpose, grounded in empathy, data-informed, and who is an effective and efficient administrator capable of leading ASM into a new phase of growth and excellence. The successful candidate will be an experienced educational leader with a global mindset and an entrepreneurial approach—someone who can operate as a true CEO, who is a passionate educator with integrity and emotional intelligence, and who connects with students, faculty, and the broader community. We seek a new leader who can continue to cultivate our culture of belonging and inclusion as we strengthen ASM's place as a leading American college preparatory school in Europe. The Board of Trustees has prepared ASM's Positioning Statement ([click here](#)), which describes in detail the kind of leader we are looking for based on an assessment of our strengths and needs as a school and a community.

What is the role of the Board of Trustees in the search?

One of the chief responsibilities of the Board of Trustees is hiring, supporting, and evaluating the Head of School. All members of the Board of Trustees will be actively involved in the search process. This collaborative effort underscores the significance of the decision and reflects the Board's deep commitment to ASM's future and continued success as a leading American college preparatory school in Europe. The Board of Trustees will make the final decision on ASM's next Head of School at the conclusion of the selection process.

What are the next steps?

The Board of Trustees has engaged Carney, Sandoe & Associates, a world-class international firm dedicated to educational leadership and recruitment, to assist in our global search for a new Head of School for ASM. They will provide strategic advice throughout the search process and assist the Board of Trustees in identifying, interviewing, and selecting the best possible leader for ASM. One of the two Carney,



Sandoe & Associates consultants leading the search for our new Head of School, International Practice Leader Karen Neitzel, visited ASM this past spring during our search for the new Interim Lower School Director, and the other consultant, Cathy Shelburne, previously lived in Madrid. Their familiarity with our school and Spain will be advantageous as they support and guide us through a structured and well-defined process, which will include the following phases:

- **Positioning Statement Development:** Based on a comprehensive assessment of ASM's needs, the Board of Trustees has created a detailed Positioning Statement (linked above) outlining ASM's strategic priorities and the desired profile of the next Head of School.
- **Recruitment:** Carney, Sandoe & Associates will actively source candidates through their network, online platforms, and other relevant channels.
- **Candidate Screening and Interviews:** Carney, Sandoe & Associates, in collaboration with the Board of Trustees, will review applications, conduct preliminary interviews, and assess each candidate against ASM's needs and the desired leadership profile.
- **Semi-Finalist and Finalist Recommendations:** A limited number of candidates will be selected for further evaluation through extensive interviews. From this group, two to four finalist candidates will be selected.
- **Candidate Visits and Interviews:** The top candidates will be invited to visit our campus to meet with the Board of Trustees and participate in a comprehensive selection process. They will also meet with the leadership team and make presentations to key stakeholders, including faculty, staff, students, and parents.
- **Final Selection and Onboarding:** The Board of Trustees will make the final selection, with Carney, Sandoe & Associates supporting the onboarding of ASM's new Head of School.

How will the ASM community be involved in the search?

The Board of Trustees wants the community to be involved in this process, including faculty, staff, students, and parents. We value and welcome your input. Each finalist will



be invited to campus to make a presentation to different stakeholders. After each presentation, community members will be invited to share their feedback through a confidential survey. The community's insights will be carefully considered as the Board of Trustees arrives at a final decision.

We are committed to leading the search with transparency and openness, mindful that choosing our next Head of School is of paramount importance for our success as a school and a community. Information regarding scheduling for these presentations will be shared in advance and posted on our website.

How long will the Head of School search last?

Typically, a Head of School search lasts between 6 and 18 months, depending on the school's needs, search complexity, and candidate availability. ASM's search begins in September 2025 to ensure we have sufficient time to find the best leader for ASM. Our goal is to hire a new Head of School to begin either July 1, 2026, or July 1, 2027, coinciding with the preparation for and start of a new academic year. We are committed to a flexible timeline to identify the best possible Head of School. We are grateful to Ben for his commitment to making this transition as smooth and as successful as possible.

When will the new Head of School join ASM?

Depending on the availability of the best candidate for ASM, we expect the new Head of School to join ASM on either July 1, 2026, or July 1, 2027.

What about the search for the long-term Lower School Director?

The search for a permanent ASM Lower School Director has been postponed to permit our new Head of School to participate in the selection process. As a result, we anticipate that Dani Reynaud will serve as the Interim Lower School Director for at least two years.