

GEORGE WASHINGTON ACADEMY
CASABLANCA MOROCCO

PRIMARY SCHOOL PRINCIPAL

2027

Position starts August 2027
Submit your application by November 22, 2026



OUR MISSION

GWA is a multicultural community inspiring critical thinkers through academic excellence, preparing students to be lifelong learners and compassionate global citizens.

OUR FIVE VALUES

01

Excellence

We Have High Standards in Everything We Do.

02

Integrity

Our Words and Actions are Honest and Principled.

03

Creativity

We are Imaginative, Inventive and Innovative.

04

Kindness

We are Considerate, Friendly, and Generous.

05

Responsibility

We are Accountable for What is Within Our Control.

ELEVATE YOUR CAREER AT GWA

Your Next Chapter Starts Here

GWA offers a truly exceptional professional opportunity for educators who aspire to make a meaningful impact within a well-established, globally minded learning community. Since opening its doors in 1998, GWA has grown into one of Morocco's leading American international schools—recognized for its strong academic programs, inclusive culture, and commitment to developing well-rounded, future-ready learners.

Joining GWA means becoming part of a mission-driven institution rooted in strong values, educational innovation, and a supportive community that empowers both students and educators to thrive.

Attractive Campus Location

The GWA campus is one of our greatest assets. Ideally located near the coastline of Casablanca, our school offers a refreshing, inspiring environment for teaching and learning. Surrounded by the calming beauty of the ocean and natural coastal landscapes, yet conveniently connected to Casablanca's vibrant urban life—just a short drive from the city's cultural hubs, international districts, and dynamic neighborhoods.





Professional Growth

GWA ensures to offer an enriching professional development experience tailored for our esteemed educators. Professional learning is an ongoing journey supported by a collaborative community that values curiosity, growth, and excellence.

Diverse Community

At GWA, our educators are at the heart of our mission. We are proud to be a truly multicultural community, bringing together talented professionals from a wide range of cultural and educational backgrounds. This diversity enriches our school environment, broadens perspectives, and bolsters the learning experience we offer our students.

BENEFITS PACKAGE

Annual Salary Increase
Automatic increases each school year

Settling-in Allowance
Paid in cash upon arrival in Casablanca

Relocation
GWA covers the initial flight to Casablanca for the new administrator and dependents

Annual Flight Allowance
Roundtrip airfare to/from home country for administrator and family

Housing
Monthly housing stipend

Health Insurance
In Morocco: Medical, Dental, Vision and English-speaking Emergency Assistance
International Travel: Family coverage

Laptop & Phone
Provided

Tuition
Free tuition for 2 children. Miscellaneous cost for registration, lunch, activities, athletics, etc. apply.

Retirement
International retirement plan. GWA also sponsors Moroccan retirement contributions.

Immigration
Assistance with work permit and residency. GWA covers all costs for attaining work permit and residency

Professional Development
Annual PD Stipend

Language Support
On-campus language classes (French and Darija) offered at GWA expense

PRIMARY SCHOOL PRINCIPAL

Position Overview

The Primary School Principal leads the Primary School (Early Childhood through Grade 5), ensuring its effective operation in order to promote student learning, well-being, and achievement. The Principal is responsible for the delivery of the academic program and the management of people in the division, working within the whole-school frameworks for curriculum, professional development, accreditation, and assessment data led by the Director of Teaching & Learning. The Principal serves as the Child Protection Officer for the Primary School and carries overall responsibility for the After-School Activities program and the copy center.

Supervisory Responsibilities

Supervises all Primary School staff, including the Assistant Principal – Primary School teachers, teaching assistants, substitute teachers, the SEL Counselor, Learning Specialists, ELL Teacher(s), the Division Coordinator, the ASA Program Coordinator, and copy center staff. The Assistant Principal acts as the Principal's designee for staff supervision and appraisal as delegated. Shares the Executive Assistant to the Principals with the Secondary School Principal.

Travel Requirements

Up to 10%



KEY RESPONSIBILITIES

1.**Educational Leadership, Learning and Achievement:**

- Provide leadership in all matters relating to education in the Primary School, from Early Childhood through Grade 5.
- Ensure that the Primary School academic program is in agreement with the mission and philosophy as defined by the GWA Board.
- Ensure that clear and consistent expectations focus on successful outcomes for students.
- Ensure that students have opportunities to meet the GWA graduate outcome expectations in accordance with the graduate profile.
- Put the whole-school curriculum framework and standards, set by the Director of Teaching & Learning, into practice in every Primary School classroom, and check through regular classroom visits that the curriculum is taught as planned.
- Use the assessment data and reports provided by Teaching & Learning to monitor student performance and academic growth, and lead division action to improve results.
- Own the Primary School assessment, grading, and reporting policy (grading practices, report cards, progress reports, and conferences), consulting the Director, Teaching & Learning on alignment with whole-school assessment data.
- Ensure excellent implementation and evaluation of educational programs and services, with a commitment to innovation and continual enhancement.
- Lead the division's positive behavior approach (PBIS and restorative practices) and oversee the application of the GWA discipline policy, working with the Assistant Principal.
- Work with the Learning Specialists, ELL Teacher(s), and SEL Counselor to plan and monitor support for students with additional learning, language, or social-emotional needs.
- Actively promote cross-cultural sensitivity, respect, and awareness.
- Ensure customary and expected extracurricular and co-curricular opportunities are available to students.

2.Division Administration:

- Oversee daily educational operations within the Primary School, including
- preparation of schedules, special programming, and allocation of resources.
- Build the master schedule and teacher assignments; ensure all instructional staff
- have clearly defined schedules and assignments by the start of the August
- in-service, and update them as changes occur.
- Provide the Primary School academic dates (reporting periods, conferences,
- examinations, events) to the Director of Teaching & Learning, who coordinates
- the school calendar.
- Ensure that an effective system of internal communication and reporting with
- Primary School staff is in place and operating properly.

- Prepare the agenda for and preside over regular Primary School faculty
- meetings, and ensure that accurate minutes are kept.
- Work with relevant school staff to receive and maintain accurate and current
- student information, including academic, attendance, health, and discipline
- records, applications, and student population data.
- Interview, approve, and place student applicants for admission to the Primary
- School, working with the Admissions Office.
- Hold overall responsibility for the After-School Activities (ASA) program, through
- the ASA Program Coordinator, and for the copy center.
- Ensure ongoing planning, development, implementation, and evaluation of
- Primary School administrative procedures in accordance with GWA policy.
- Attend and participate in GWA Board meetings as requested.

3. People Leadership:

- Promote an atmosphere of care and trust within the Primary School team, setting the tone for mutually respectful relationships.
- Work closely with the Human Resources Department to recruit staff for the Primary School; participate in interviews with candidates, help with follow-up, and participate in hiring decisions.
- Supervise and appraise Primary School staff using the designated evaluation tool(s), including regular formal and informal classroom visits; delegate the supervision and appraisal of assigned staff to the Assistant Principal – Primary School as the Principal's designee(s).
- Identify the division's professional learning needs and lead division sessions within the whole-school professional development plan led by the Director, Teaching & Learning.
- Work with the Grade Level Leads and other Positions of Extra Responsibility on team, curriculum, and student matters in the division.
- Ensure that staff are delegated authority commensurate with their responsibilities and that all staff reporting to the Principal have current job descriptions.
- Ensure that input is sought from staff and other stakeholders on administrative decisions which concern them.

4. Child Protection (Primary School Child Protection Officer):

Serve as the Child Protection Officer for the Primary School: receive, record, and act on safeguarding concerns in line with the GWA Child Safeguarding and Protection Policy.

- Refer cases to the Head of School as Chief Child Protection Officer as the policy requires, and refer any concern involving a staff member to the Director of Human Resources.
- Keep secure and confidential child protection records for the division.
- Ensure that all Primary School staff, substitutes, volunteers, and ASA providers complete the required safeguarding training and know how to report concerns.
- Ensure the Assistant Principal – Primary School can act on child protection matters when the Principal is absent.
- Take the necessary steps to provide a safe, healthy, and caring environment forPrimary School students both on and off campus (for school-sponsored events).

Target market is the total amount of all market availability that is usually calculated when we start the company.

Operational Leadership (Non-Academic):

- Ensure that the physical environment and resources in the Primary School are adequate and conducive to quality education.
- Develop and propose the annual Primary School budget through the school's budget process (Head of School and Finance Manager), and monitor spending against it.
- Submit instructional materials orders, based on instructional staff recommendations and Primary School needs, through the school's purchasing process.
- Make recommendations concerning Primary School physical needs to the Director, Campus Operations.

External & Parent Relations:

- Represent the Primary School in dealings with parents, other schools, professional organizations, and the general public.
- Attend and participate in parent nights and other school meetings involving parents.
- Ensure that parents have the opportunity to provide appropriate input in accordance with GWA policy.
- Ensure that parents are informed of the performance and progress of their children; call for and attend parent meetings as the need arises.
- Communicate with parents at the prescribed times in accordance with the GWA discipline policy.
- Facilitate good public relations by representing GWA favorably to the community and the general public.

*Other duties as assigned.

Education and Experience:

- A Master's Degree in Educational Leadership is required; a PhD or EdD is preferred.
- Principal Certification is required.
- A proven track record in educational leadership, including a minimum of 3 years of
- experience in a senior position at a quality American or international school.
- Experience with the IB Diploma Programme and/or AP is preferred.

Knowledge, Skills and Abilities:

- Experience with and/or knowledge of the following practices, programs, or pedagogical approaches is preferred: standards-based curriculum (including Common Core for English language arts and mathematics); concept- and inquiry-based instruction; standards-based assessment; technology integration; PowerSchool; MAP; ManageBac.
- Sound knowledge of child safeguarding and protection standards and practices.
- Exceptional leadership, communication, collaboration, and interpersonal skills.
- The flexibility to learn and adapt to new cultures and situations.
- The ability to lead and work collaboratively with a large and talented team of teachers, administrators, and other school personnel.
- A strong, outgoing, and approachable personal presence.
- Proven commitment to a well-balanced program that focuses on the whole child.
- The ability to recruit and retain highly qualified teachers.
- A positive, caring, community-minded team player with a passion for Early Childhood
- and Primary School education.
- Understanding of financial management, staffing, scheduling, and student information systems.
- Willingness to support Secondary School events that involve the whole school (assemblies, showcases, community information sessions, coffee presentations, etc.).
- Strong professional skills, including time management, initiative, analytical thinking, problem-solving, and the ability to prioritize competing demands and meet deadlines.
- Fluency in English is required; French or Arabic is an asset.
- Previous international teaching or working experience in a multicultural environment is a plus.

Child Safeguarding and Protection Statement:

At George Washington Academy (GWA), we are fully committed to safeguarding and promoting the welfare of all our students. We believe every child has the right to feel safe, secure, valued, and respected, and we take our responsibility to protect and nurture them seriously.

We are dedicated to creating a caring, supportive, and inclusive environment where children can learn and thrive free from harm. Our safeguarding policies and procedures align with national legislation and statutory guidance, and we regularly review them to ensure best practices.

The GWA Child Safeguarding and Protection Policy is based on international law and on the United Nations Convention on the Rights of the Child, of which Morocco is a signatory.

Note:

This job description is intended to convey information essential to understanding the scope of the functions that this position may entail. It is not an exhaustive list of skills, efforts, duties, responsibilities or working conditions associated with it. Tasks and responsibilities are subject to change based on organizational needs.

APPLICATION INSTRUCTIONS

Please apply directly to the school via email: kbettioui@gwa.ac.ma
(Kerstin Bettioui, Director of Human Resources)

The following application materials are required:

- Expression of interest / cover letter
- A current CV (with photograph)
- A statement of educational philosophy, leadership strengths and style
- Professional and personal interests
- Contact details of 3 professional references (at least one from a supervisor at your current school)

We encourage you to apply at the earliest possible time, but no later than Friday, November 22, 2026.

The review of files will begin as soon as applications are received. Candidates should note that in the event an outstanding applicant is identified early in the search process, the school reserves the right to make an appointment and conclude the search prior to the stated deadline.