



**SINGAPORE
AMERICAN
SCHOOL**

CORE VALUES

COMPASSION FAIRNESS HONESTY RESPECT RESPONSIBILITY

DEPUTY SUPERINTENDENT

Application Deadline: October 3, 2025

The Deputy Superintendent will be responsible for leading the key academic teams in our school to provide extraordinary learning opportunities for our students. To this end, the Deputy Superintendent is charged with overseeing all elements of the SAS academic program from early childhood through grade 12, with the goal of promoting joy and purpose in learning for every student. This individual will lead and directly supervise the elementary, middle and high school principals in the development and implementation of critical strategic initiatives.

DEPARTMENT

Superintendent's Office

CONTRACT TYPE

Full Time (3 year initial contract)

SAFE RECRUITMENT STATEMENT

At Singapore American School, the safety and well-being of our students is our top priority. We are committed to safeguarding and promoting the welfare of children and young people, and we expect all educators and volunteers to share this commitment.

As part of our rigorous recruitment process, all applicants will undergo comprehensive background checks, including:

- Verification of identity and qualifications
- Professional and character references
- Extensive background screening checks including but not limited to criminal, civil, and social media checks
- Any additional checks deemed appropriate to ensure the highest degree of due diligence is enacted to safeguard students

We ensure that our recruitment practices reflect our commitment to providing a safe and supportive environment for all our students. All successful candidates will be required to adhere to our school's safeguarding policies and procedures, and commitment and will receive ongoing training and support in child safeguarding.

DIVERSITY, EQUITY & INCLUSION

As a school, the diversity of our community is one of our greatest strengths. That diversity offers extraordinary learning opportunities for our students as well as opportunities to build lasting friendships and relationships across cultures, nationalities, and other aspects of identity. For our diversity to reach its full potential as a strength, it is important that our commitment to equity and inclusion for all members of our community be as strong as it is to diversity. Every student at SAS should feel valued, cared for, and included. Differences in culture, background, ability, identity, and perspective should be respected and celebrated; SAS has no place for racism or any other type of discrimination. It is only by creating a positive climate and inclusive culture that we will meet our vision to cultivate exceptional thinkers who are prepared for the future.

POSITION RESPONSIBILITIES

Job Functions, Duties, and Responsibilities:

- Lead and direct division principals on school-wide and specific divisional strategic initiatives. Provide guidance and support, and coordinate professional growth opportunities for principals and deputy principals.
- Serve as the thought leader schoolwide for outstanding teaching and learning at SAS with the goal of developing a strong sense of joy and purpose in learning in every student.
- Be the primary coach for our principals and primary leader of growth and development for our principals, deputy principals, and teacher leaders.
- Support an aspirational academic vision with short and long term plans, and sustain a culture conducive to continuous improvement across all school divisions and departments.
- Lead the development of our schoolwide academic strategy and lead the board-level Strategic Plan Committee.
- Provide leadership and guidance in decision-making processes at a school-wide level. Initiate and coordinate activities and/or organization of groups to study issues and recommend actions to assure continued enhancement of programs at SAS, and lead the development and implementation of proposed plans.
- Provide leadership in the organization, delivery, and evaluation of PLCs across the school. Oversee the continued development of professional learning communities at SAS to foster a common PLC culture across the system. Supervise goal-setting processes for PLCs to assist with establishing professional learning opportunities to support the work of faculty members and divisions.
- Serve as a member of the senior leadership team, participating in strategic decision-making that impacts all areas of school leadership and management.
- Facilitate the analysis, interpretation, and application of data to drive decision-making for divisional and school wide initiative development and implementation.
- Provide direction in and maintain up-to-date knowledge of educational reform and its application in the international context, and participate in on-going training to enhance professional skills and improve the school's work towards its vision.
- Facilitate and develop positive and effective communication and relationships in a complex environment with the various constituents of the community including parents, students, faculty, division leadership, and central administration, as well as the international school network at large.
- Liaise with parents and division administrators on issues of concern in a way that leads to successful resolution.
- Perform other related duties and assume other responsibilities as assigned by the Superintendent.

POSITION REQUIREMENTS & QUALIFICATIONS

- Advanced Degree
- Successful experience as a Principal and/or senior leader
- Strong coaching and leadership development skills, including leadership of high quality professional learning communities (PLCs)
- Deep experience in high quality instruction and curriculum, with understanding of research and best practice
- Excellent interpersonal skills, facilitation skills, and communication skills, including the ability to communicate effectively with students, teachers and parents
- Experience leading major system-wide initiatives from conception to completion
- Knowledge and understanding of the international school context and the importance of a global perspective to a high performing school system
- Technology expertise, with a strong understanding of the role of technology in 21st century learning environments
- Experience working with faculty performance systems that led to demonstrable gains in student achievement
- Results-oriented, with demonstrated skill in using data to inform and improve student learning and school programs
- Self-motivated, energetic, and creative

WORKING REQUIREMENTS

- Evening and weekend commitments to support school events
- Active engagement in the curricular and co-curricular life of the school
- Attending and supporting overseas academic school trips

TERMS OF EMPLOYMENT

- Three-year initial administrative contract including competitive salary and generous benefits.
- Subsequent year-to-year contracts based on demonstrated achievement toward annual goals.



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