



Leadership *Search*

Upper Elementary School Principal

Application Deadline: July 31, 2026

Start Date: August 2027

(Initial contract term of two or three years)

Mission, Vision, and Core Values

The ASD community is constantly renewing and challenging itself through an active strategic planning process that establishes the school's vision, mission, and core values. This is a community-wide process and involves parents, students, teachers, administrators, and board members.



ASD Identity Statement

The American School of Doha is the premier educational leader in the dynamic and tradition-rich country of Qatar. We provide a rigorous standards-based, internationally enriched American curriculum in a non-profit, U.S. accredited, PreK - 12 college preparatory school.

ASD is the hub of a multicultural community where we celebrate the whole Learner through diverse experiences.

ASD Mission

ASD nurtures each learner's unique academic and personal identity; challenged and enriched through Communication, Collaboration, Creativity, Critical Thinking, and active Character and Citizenship development.

ASD Vision

Empowering Learners to discover their passions, develop their talents, and positively impact our world.

ASD Values

The core values of ASD set the guidelines for how we live and work together to create an ethos at ASD where everyone is valued.

All of our disciplinary procedures are based on learning and helping students understand the importance of our core values in the life of the school. These values are:

HONESTY ■ RESPECT ■ RESPONSIBILITY ■ KINDNESS

Position Overview

The American School of Doha (ASD) seeks an experienced and visionary Upper Elementary School Principal to join its Senior Leadership Team. Reporting to the School Director, the incumbent will serve as the learning leader for the UES division and play a pivotal role in supporting the learning needs of 505 students while supervising and evaluating approximately 55 faculty and staff.

Duties and Responsibilities

1. Instructional Leadership

- Provides leadership in implementing and continuing the growth and development of Professional Learning Communities in the UES division.
- Facilitates the implementation and revision of the standards-based curriculum.
- Assists in the evaluation of the school program using both internal and external student learning data.
- Collaborates with the Divisional Principal and faculty teams to establish and assess yearly goals in alignment with ASD's mission, vision, and values, accreditation recommendations, and student achievement data.
- Collaborates with instructional coaches and grade-level teams to refine and develop curriculum units of instruction to advance divisional goals.

2. Staff Management and Development

- Collaborates with teachers on individual goals and provides timely and thorough analysis of teacher performance through implementation of the school's performance evaluation system.
- Supports the recruitment, hiring, evaluation and development of high-quality, committed faculty and staff.
- Establishes upper elementary professional development needs within the strategic plan and school goals.

3. Communication

- Communicates effectively with divisional employees to ensure alignment and collaborative decision-making.
- Articulates the objectives of the Upper Elementary School program and initiatives through Back to School Night, Parent Coffees, Parent Teacher Conferences, and other venues.
- Understands and effectively articulates the school's values, strategic plan, board policy, and established procedures.
- Oversees procedures for reporting student progress to students and parents on a regular basis.

4. Management

- Plans and implements a master schedule that ensures that each student receives the full benefit of the program (both curricular and co-curricular).
- Plans, organizes, and oversees the development and implementation of emergency procedures in coordination with the other divisions.

- Supports divisional strategy to embed a culture of diversity, equity, inclusion and social justice that supports our commitment to engage voices and honor the dignity of all.

5. Child Protection and Safeguarding

- Supports divisional commitment to safeguarding students as an institutional priority.
- Develops, communicates, oversees, and complies with relevant policies and procedures.
- Collaborates at the leadership team level to further develop school-wide child protection and safeguarding.
- Designation as a member of the divisional Child Protection Team.

Candidate Profile

- Master's degree in Educational Leadership, Educational Administration, Educational Policy or a related field
- Valid school administrator certification, principal licensure, or equivalent leadership credential.
- Valid teaching credential with five years of divisional teaching experience.
- Successful experience as a principal or associate principal in an elementary school setting.
- Demonstrated ability in leading people, managing processes, and improving learning.
- Knowledge and experience working in a PLC environment to set and reach divisional goals.
- Knowledge of best practices in curriculum, assessment, pedagogy, and data-driven decision-making.

Salary & Benefits

The salary and benefits package is attractive, comprising a competitive basic salary, tuition waiver for dependent children, housing, global medical insurance, an annual airfare allowance, and other generous benefits. There is currently no income tax in Qatar.

To Apply

To apply for this role, please submit a formal application to [THIS](#) link to include:

- A one-page letter of application explaining your interest in the role.
- A current resume not to exceed two pages.
- A personal statement of educational leadership philosophy not to exceed two pages.

The application closing date is July 31, 2026.

Candidates are encouraged to submit applications in advance to enable an accelerated recruitment process, should this be in the school's interest.

School Overview



The American School of Doha is rooted in five foundational structures, known as the ASD Pillars. The pillars define the essential transactional relationships, policies, practices, and systems we believe are essential for maintaining a safe, effective, and sustainable learning community. The pillars, in conjunction with ASD's guiding statements, serve as anchors for school decisions and actions. The five pillars are as follows:

1. Learning Structure

We will enhance learners' academic, intellectual, and personal development through a comprehensively articulated curriculum, evidence-based instruction, and reflective practices that support learner growth.

2. Organizational Structure

We will develop and enhance governance, leadership, and management systems to promote transparent and accountable practices to best align with our school identity and the Mission, Vision, and Values.

3. Health, Safety, & Security

We will implement effective policies, procedures, and practices to foster a physical and psychological safe environment, ensuring the well-being of all learners.

4. Finances, Facilities & Resources

We will advance a strategic allocation of school resources to build sustainability and support learners in reaching their highest potential.

5. Ethical Practice

We will build and refine policies, procedures, and practices that promote belonging for all learners by engaging voices and honoring dignity.

Our Students

Although over 50% of our students are North Americans (43% U.S. citizens & 11% Canadians), diversity is viewed as a strength of the school and is one of the experiences our students most often refer to when reflecting on their education at ASD.

The majority of our students attend colleges and universities in North America, and many of our Qatari students are opting to attend one of six prestigious American universities at Education City in Doha. Ninety-eight percent of our students continue their education after high school in North America, Qatar and in more than 20 countries around the globe.



Our Community

Qatar is a leading center for the development and production of LNG (liquefied natural gas). The expatriate community has grown rapidly over the past several years due to numerous projects in Qatar's gas and oil industry. However, other initiatives by the Qatar government, especially in education, sports, and health services, have widened the pool of expatriates moving to Qatar. This, along with ancillary services in banking and construction, has made Qatar one of the great stories of the early 21st century.

In recent years, Qatar has undertaken a multitude of impressive construction projects, including a new skyline as large-scale buildings are erected. The Pei-designed Museum of Islamic Art on the corniche, a new airport, and the sporting facilities built for international competition are among the best in the world. In 2022, Qatar hosted the FIFA World Cup; the eyes of the world turned to Doha, where they marveled at the most successful tournament in football history. The country continues to invest heavily in infrastructure and cultural development to ensure its place on the world stage. Safe and modern, Doha is both an exciting and an easy place to live and work.

The Faculty

The ASD faculty consists of approximately 240 teachers, primarily from North America. In recent years, the staff has become more diverse, with the addition of teachers from Australia, New Zealand, South Africa, Jordan, Lebanon, Egypt, and further afield. Approximately 60% of the faculty hold advanced degrees.

The faculty is housed in a state-of-the-art, purpose-built residential compound with resort-like facilities, including pool, tennis/padel/squash courts, sauna, fitness center, restaurant, and all the amenities needed to live comfortably. The school provides busing to and from the compound for faculty (and their children) as part of the compensation package.



**Alfardan Gardens
Residential Compound**



The School Facility

The American School of Doha, with its contemporary glass design and geometric canopies, is a work of art in itself. The lush twenty-acre campus is one of the greenest and most enjoyable in all of Doha. The campus currently provides state-of-the-art facilities, including a new elementary library with a “maker space”, a new learner’s pool, an enclosed early childhood play courtyard, a greenhouse, two 25m swimming pools (one outdoor and one indoor), a full-sized soccer pitch, a smaller soccer field for elementary, the only baseball diamond in Qatar, a 400 meter track, an indoor climbing wall, a theater for 630 people, four elementary music rooms, seven purpose-built art rooms, three computer labs, two cafeterias, a middle/high school library, three presentation rooms, ten science labs, a central office complex, a drama room, two tennis courts, three covered playgrounds, and an extensive fitness center.



Diversity, Equity, Inclusion, Justice

The American School of Doha community is committed to fostering a safe and inclusive school climate and learning environment, while denouncing all forms of discrimination and inequality. ASD invites and values diversity and recognizes that each of us carries diversity in who we are, how we learn, what we believe, and countless other facets that make us each unique. ASD welcomes and celebrates all community members. We also



acknowledge the impact of current and historical inequality and prejudice, and firmly believe that honoring dignity is non-negotiable and the most basic of rights, regardless of identity, including race, ethnicity, religion, color, culture, national origin, gender, age, ableness, or socioeconomic status.

