



PRINCIPAL - FULL TIME

POSTED 6/16/2026

Al Fatih Academy (AFA) seeks a Principal to be hired immediately for the 2026-2027 school year. AFA is a Muslim independent school serving preschool through Grade 8 with an anticipated enrollment of approximately 250 students in Reston, VA. AFA is accredited by the Virginia Association of Independent Schools, Cognia, & CISNA.

The Principal reports directly to the Head of School and leads the school's faculty and instructional program. The Principal works in close partnership with the Vice Principal, who carries direct oversight of the Student Life & Wellness team. This role is designed to grow with the school. As AFA grows, the Principal role will necessarily evolve to reflect the school's changing structure and division model. Candidates who bring a growth mindset and a long-term commitment to AFA's mission are especially encouraged to apply. Responsibilities include, but are not limited to:

Instructional Leadership & Faculty Development

- Articulate and reinforce the instructional vision of the integrated curriculum set by the Head of School; ensure teachers understand and operationalize it in lesson planning, classroom practice, and student interaction
- Lead a structured coaching cycle that includes regular walkthroughs, classroom observations, and timely, strengths-based feedback that drives genuine teacher growth
- Conduct the full teacher evaluation cycle: goal-setting, formal observations, mid-year check-ins, and summative evaluations using AFA's approved framework
- Design and lead professional development; prioritize Islamic curriculum integration, Science of Reading/LETRS, and Responsive Classroom implementation
- Mentor early-career and developing teachers through individualized growth plans and purposeful pairing with experienced faculty
- Participate in faculty hiring and lead the onboarding of new staff

Student Achievement & Academic Support

- Analyze academic data such as MAP, DRAs, teacher assessments, and grade-level benchmarks to drive intervention planning in coordination with the Vice Principal and Learning Specialist
- Provide accountability for Student Achievement Team (SAT) outcomes; ensure timely, documented follow-through on student support plans
- Oversee assessment calendars, report card timelines, and grading communication

School Culture, Operations & Family Engagement

- Cultivate a positive, mission-aligned school culture rooted in Islamic character; oversee Responsive Classroom and PBIS implementation in partnership with the Vice Principal
- Manage day-to-day school operations, including master schedule, safety protocols, assessment calendars, and reporting
- Communicate regularly with families through a monthly Principal Update, curriculum events, and responsive follow-through on parent concerns
- Lead new student admissions assessments, tours, and interviews in coordination with the Head of School
- Compile documentation and prepare faculty for AFA's accreditation processes

Strategic Contribution

- Contribute academic program updates and evidence to the Head of School
- Collaborate with the Head of School on enrollment strategy and events
- Lead the implementation of institutional strategic priorities at the school level
- Identify emerging needs and propose resource solutions to the Head of School

Ad hoc duties/tasks as assigned by the Head of School

Qualifications

Ideal candidates should have the following qualifications:

- Bachelor's degree required; Master's degree in Education, Educational Leadership, Curriculum & Instruction, or a related field preferred
- Minimum of 5 years of classroom teaching experience; at least 3 years in a school leadership, instructional coaching, or academic administration role preferred
- Demonstrated expertise in curriculum development, lesson design, and instructional coaching; experience with integrated curriculum models strongly preferred
- Experience with Responsive Classroom, PBIS, or similar frameworks for school culture and student support

Ideal candidates should be able to demonstrate:

- A deep and genuine affinity for school-aged children and a clear commitment to the mission and culture of an independent Muslim school
- A working knowledge of Islamic educational philosophy and the ability to integrate these principles authentically into instructional leadership and school culture
- Strong instructional leadership instincts: the ability to observe teaching practice, identify growth edges, and deliver coaching that is specific, warm, and actionable

- Exceptional communication skills with the ability to build trust with students, families, faculty, staff, and the wider community
- Highly organized, detail-oriented, and capable of managing multiple priorities in a dynamic, fast-paced independent school environment
- A collaborative spirit and comfort working across roles with the Head of School, Vice Principal, counselors, specialist staff, and external partners

Compensation

This is a full-time, 11-month position. AFA offers a competitive compensation package commensurate with experience and qualifications.

Salary range: \$95,000 – \$120,000 annually

Benefits include:

- Health insurance coverage
- Short-term and long-term disability insurance
- Staff tuition discount for dependents enrolled at AFA

Interested applicants must complete the [Interest in Employment at Al Fatih Academy Form](#).

Additional questions can be directed to Dr. Ismail ibn Ali, Head of School, at headofschool@alfatih.org.

AFA is an Equal Opportunity Employer committed to the principle of equal employment opportunity for all and providing employees with a work environment free of discrimination and harassment. All employment decisions at AFA are based on school needs, job requirements, and individual qualifications, without regard to race, color, religion or belief, family or parental status, or any other status protected by the laws or regulations of the United States. AFA will not tolerate discrimination or harassment based on any of these characteristics. AFA encourages applicants of all ages.

Our mission is to cultivate and nurture a thriving American Muslim identity that balances religious, academic, and cultural knowledge, emphasizing the importance of civic involvement and charitable work. Through an interdisciplinary and integrated programming approach, we unite students, teachers, families, and the community to provide an exceptional learning experience.

AFA Core Values: Be Intentional & Mindful | Build Community | Uphold Excellent Character | Create Serenity & Peace | Transform Knowledge into Action | Practice Stewardship & Service