

HIGH SCHOOL PRINCIPAL SEARCH

EASTSIDE CATHOLIC SCHOOL

Sammamish, Washington

eastsidecatholic.org

Start Date: July 2025



EASTSIDE
CATHOLIC



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission

Eastside Catholic School is a Catholic faith-based educational community where students learn to integrate their thinking and believing in ways that encourage intellectual excellence, nurture relationships and inspire a life of leadership and service to others.

Catholic Identity Statement

At Eastside Catholic, we embrace the charism of St. Francis of Assisi within the Catholic tradition and practice inclusivity by welcoming students of all faith backgrounds. We believe each member of our diverse community brings unique gifts that can be used to foster personal, communal and spiritual growth. Grounded in the Gospel of Jesus and unconditional love, we live this mission through formal liturgy and informal ministries of presence, service and relationship formation. Contributing to the Eastside Catholic family invites commitment to:

- Bring one's whole self to a community that values and fosters the growth of the person God has called us to be.
- Nurture one's interior life, rooted in the Gospel and person of Jesus, welcoming all and learning from all.
- Cultivate the body, mind, and soul through prayer, study, and extracurricular activities.
- Be an instrument of God's peace and justice in our hearts, our relationships, our communities and our world.

At a Glance



Established
1980



Enrollment
836



Total faculty
89



Student-faculty ratio
14:1



Students of color
38%



Faculty with advanced degrees
55%



Campus size
50 acres

Middle School enrollment: 233
High School enrollment: 603
AP, Honors, and College in High School Offerings: 30+
Percentage of Roman Catholic students: 41%
Zip codes represented: 69

Average class size: 17
Annual community service hours: 31,000
Sports teams: 23
State championships: 10



Who We Are

Eastside Catholic School is an educational community of faith, guided by Catholic tradition and teachings, where students in grades six through twelve learn to integrate their thinking and believing in ways that encourage intellectual excellence, nurture relationships and inspire a life of leadership and service to others. Founded by parents in 1980, the school is governed by an elected board of trustees. It is the only seven-year, co-educational Catholic school on the Eastside, and offers a comprehensive college preparatory curriculum.

Overview

Founded in 1980 by a group of dedicated, visionary parents, Eastside Catholic is an independent, faith-centered school that is rightfully recognized as one of the top education institutions in the state of Washington. At Eastside Catholic, “community” is a lived reality in which all members are welcomed, inherently valued, and deeply respected.

Eastside Catholic’s transition to its 50-acre campus on the Sammamish plateau allowed the community to construct a facility that is unequalled among private schools in the greater Seattle metro area. It is in this facility that middle and high school students receive a second-to-none, value-centered education that places a premium on academic rigor, exceptional athletic and extracurricular programming, dynamic campus ministry offerings, and a caring environment that allows young people to develop into the best versions of themselves.

Eastside Catholic School now seeks an outstanding, experienced, empathetic, and committed educational leader to serve as its High School Principal effective in the 2025-2026 school year. Reporting directly to the President and partnering with the Middle School Principal, Eastside Catholic’s next High School Principal will build upon the foundation of excellence first laid by the school’s founders and reinforced over forty-five years of distinctive and transformational growth.



Opportunities and Challenges

While leadership in the Middle School has remained steady in recent years, this has not been the case in the High School. This presents a wonderful opportunity for an experienced educator who is willing to lead this remarkable community in the years ahead as it continues to grow its culture and curricular and co-curricular offerings. More specifically, the next High School Principal will be asked to:

- In consultation with faculty/staff, develop a unifying vision that is grounded in Mission and aligned with Eastside Catholic touchstones and community aspirations.
- Respond to the needs of a beautifully diverse student body amidst a wide array of expectations.
- Serve as a leader who is fully committed to animating the school's Catholic Identity Statement and its commitment to Franciscan spirituality.
- Develop and implement changes based on sound rationale and transparent processes while drawing from a deep well of experience regarding best practices and policies.
- Lead daily operations professionally, respectfully, and empathetically while being consistently mindful of the need to communicate well and often, including a capacity to listen reflectively and authentically.
- Embrace a "ministry of presence" by being a visible, caring, enthusiastic leader who both knows the students and is known by them.
- Reinforce the school's commitment to its Options Program, a one-of-a-kind offering for students with special needs that is cherished by the entire Eastside Catholic community.
- Serve as a trusted, dependable, and highly effective partner with the school's President.
- Contribute experience in successful admissions strategies and programming to the school's enrollment management team.



Qualifications and Personal Attributes

Education and Experience

- Master's degree or higher in education.
- Previous experience as a school administrator.
- Principal certificate required.
- Previous teaching experience required.

Required Knowledge, Skills, and Abilities

- Practicing Catholic, possessing appreciation, commitment and understanding of the Catholic faith.
- Highly skilled and experienced decision-maker.
- Inspirational and visionary leadership capabilities.
- Dynamic, resilient, and creative leader who possesses excellent communication skills.
- Mission-driven educator of faith who shares openly and honestly about his/her spirituality.
- Holds an advanced degree and possesses a proven record of administrative excellence in education.
- A "teacher of teachers" with demonstrated success in high school instruction.
- Team-first leader who enjoys collaborating with other professionals in the united pursuit of goals.
- An empathetic person who places the needs of others – especially students – above self.
- A positive contributor to the school community, with and among multiple and diverse constituencies.
- Long-term commitment to lead the high school and serve in the EC community.
- Person of moral courage who values honesty and integrity.

Learn More

Click on the links below to learn more about Eastside Catholic School.

[School Website](#)

[High School Academics](#)

[School History](#)

[School Profile](#)

[Equity and Social Action](#)

[Employment at Eastside Catholic](#)

[Virtual Tour](#)

[About Sammamish, Washington](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Karen Neitzel

Senior Consultant

karen.neitzel@carneysandoe.com

Kent Hickey

Senior Consultant

kent.hickey@carneysandoe.com

The salary range for the HS Principal position is \$130,000 - \$165,000. The comprehensive benefits package includes paid medical, dental, vision, long-term disability and life insurance, a 401k match, free parking, and lunch on most school days. Staff employees are afforded accrued vacation and sick leave and most school holidays.