

HEAD OF SCHOOL SEARCH

INTERNATIONAL SCHOOL OF LOS ANGELES/ LYCÉE INTERNATIONAL

Los Angeles, California

internationalschool.la

Start Date: July 2026



**International
School**
Los Angeles
**Lycée
International**



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission

The International School of Los Angeles is a non-profit, independent, international school committed to bilingual education and academic excellence in a nurturing environment.

Our mission is to develop bilingual critical thinkers who are open-minded, confident and caring, and equipped to thrive in a diverse, competitive world.

We offer a preschool through 12th grade curriculum that culminates in the French baccalauréat or the International Baccalaureate®'s Diploma Programme.

At a Glance



Established
1978



Enrollment
1,063



Total faculty
107



Campus size
17 acres



Students of color
47%



Languages spoken
38+



Faculty with advanced degrees
53%

Multi-Campus: Four campuses (Burbank, Los Feliz, Pasadena and West Valley).

Los Feliz campus: Pre-K-grade 5 school and the Early Learning Center.

Pasadena campus: Pre-K-grade 5

West Valley campus: Pre-K-grade 5

Burbank campus: 6th Grade - 12th grade (IB and FB tracks)

Annual operating budget: \$30,697,000

Faculty of color: 14%

Financial aid budget: \$3,087,644

Students receiving aid: 27%



Overview

Established in 1978, the International School of Los Angeles (LILA) is a non-profit, independent, international school committed to bilingual education (French Bilingual in Lower Schools, with additional language offerings in Upper School) and academic excellence in a nurturing environment. LILA offers a preschool through grade 12 curriculum that culminates in the French Baccalauréat or the International Baccalaureate Programme. Serving more than 1,000 students from its four campuses (Burbank, Los Feliz, Pasadena, and West Valley), the school's mission focuses on producing bilingual critical thinkers who are open-minded, confident, caring, and equipped to thrive in a diverse, competitive world.

The French Ministry of Education curriculum and the US Common Core Standards serve as the curriculum frameworks in elementary and middle school. The International School of Los Angeles is fully accredited by the Western Association of Schools and Colleges (WASC), the California Association of Independent Schools (CAIS), the International Baccalaureate Programme (IB), and the French Ministry of Education. The School also belongs to the Agence pour L'enseignement Français à L'étranger (AEFE), Mission Laïque Française (MLF), and the National Association of Independent Schools (NAIS) networks of schools.

The School is governed by a self-perpetuating Board of Trustees, comprised of 12 parents of current and former students, as well as independent members.

The LILA Board of Trustees seeks a Head of School who can embrace both the traditions of the School as well as shape the vision of its future. [The 2018-2025 Strategic Plan](#) will conclude this academic year and the School's Board of Trustees and leadership will begin the process of developing a five-year roadmap which will guide future decisions for the next Head of School.



Opportunities and Challenges

Maintain and strengthen academic excellence

The LILA school community values rigorous academic achievement and an educational program that prepares students to excel in a competitive, global environment. The next Head of School will have a passion for learning and will be deeply committed to LILA's bilingual curriculum, and French and International Baccalaureate Programmes. Using current research and collaborating with leadership and faculty, the Head of School will balance robust academics and attention to student support to ensure that the faculty bring out the best in each student. Continuous curriculum and pedagogical improvements at the four campuses will be leadership priorities for the next Head of School.

Recruit, develop and retain high quality, mission-aligned faculty

Many of LILA's faculty and staff love the cultural diversity of the School, its warm, friendly atmosphere and small class sizes. The next Head of School will need a strategic framework to recruit, compensate, and retain faculty and staff, which will include continuing opportunities for professional growth, ongoing feedback and appraisal, and coaching for senior and middle level leaders. The Head of School will encourage and support collaboration across the School, emphasizing teamwork in pursuit of a shared educational vision. Through word and deed, the Head of School will promote a sense of belonging and cultivate a positive, professional culture of academic excellence.

Engage and deepen school-community relationships

The Head of School will proactively create opportunities to develop agreed upon norms of communication and a shared sense of purpose, in alignment with the Mission. The Head of School will support the community through careful listening, relationship building, intercultural awareness, and respectful acknowledgement of the School's history. An important aspect of this will be systemizing communications to keep the community informed about the school program and activities, issues and decisions. The Head of School will promote a cohesive sense of community by being visible and engaged, by ensuring that everyone enjoys a sense of belonging, and by sharing stories and celebrating accomplishments across school campuses. Systems to align practices and procedures across campuses and improve effectiveness will help improve continuity and cohesion. The next Head of School's goal will be to promote the sense of *One School, Four Campuses*.



Affirm LILA's vision and harmonize its strategic direction

The Head of School will purposefully honor and affirm the French identity and culture of the school while continuing to enhance the international stream. There is much to celebrate about LILA as a unique school in Los Angeles with a long history and a distinguished reputation. Working in collaboration with the Board and school community, the School's identity will be further affirmed, with long-term plans implemented that guarantee the School achieves its strategic goals and sustains its special identity. The Head of School will persuasively articulate the School's clear vision and partner with Trustees for the necessary governance and leadership structures to fulfill the strategic direction and align programs across campuses.

Ensure financial sustainability and improve facilities

In alignment with the Board, the next Head of School will seek avenues for additional resources, including growing enrollment and fundraising. The Head of School will elevate the School's profile, cultivate philanthropic support, and communicate the value of a LILA education. The Head of School will also be skilled in optimizing campus space so that each site provides the necessary infrastructure, facilities and resources to fully support the program.

Qualifications and Personal Attributes

Required Education/Experience

- Five or more years of senior administrative experience in education.
- Master's degree in related field (doctorate preferred).
- Experience in a multi-campus, K-12 setting.
- Experience in the French and international educational systems.
- Ability to legally work in the United States strongly preferred given current visa restrictions.
- Fluent French speaker, preferably bi-cultural.



Successful candidates will demonstrate most of the following qualifications and attributes:

- Experience with college counseling, maximizing college application outcomes, implementing a high school protocol that allows high school students and parents the time to research schools/majors/financial aid, etc.
- An approachable and collaborative leadership style that genuinely invites and respects the perspectives of others, works collaboratively and transparently with the Board of Trustees, and builds a culture of trust.
- Eagerness to actively engage with students, parents, and staff to prioritize visibility in the life of LILA as a foundation for vibrant, supportive relationships with all community members.
- An ability to articulate vision and persuasively tell LILA's story as well as the tactical skills necessary to implement strategy to achieve the School's goals.
- Prior experience leading international communities, skill in building inclusive communities, and the ability to respectfully navigate cultural and social situations.
- Proven experience in supporting and integrating principles, practices and fluency in diversity, equity, inclusion and belonging into school curriculum, professional development, and student and employee experience.
- Experience in recruiting, retaining, compensating, and developing the professional growth of a strong multinational faculty and leadership team.
- Commitment to the inquiry-based bilingual model and the French Ministry of Education accredited program, culminating in the French Baccalauréat and the International Baccalaureate Programme.
- Ability to prioritize, understand and ensure compliance with accreditation, licensing, labor laws.
- Ability to adeptly navigate the complexities of the school's four campuses and the competitive independent school marketplace in Los Angeles.
- Experience in cultivating relationships with US/International colleges/universities.
- Experience with strategic planning and expanding school facilities.
- Experience with navigating American K-12 school culture.
- Experience in active fundraising within and outside the school community including annual funds/drives and capital campaigns.

Learn More

Click on the links below to learn more about the International School of Los Angeles.

[School Website](#)

[School History](#)

[Diversity, Equity, and Inclusion](#)

[Strategic Plan](#)

[College Matriculation](#)

[About Los Angeles, California](#)



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:

Art Charles

Senior Consultant

art.charles@carneysandoe.com

Cathy Shelburne

Consultant and Executive Coach

cathy.shelburne@carneysandoe.com

Deborah Welch

Senior Consultant

deb.welch@carneysandoe.com

The full-time equivalent base salary range for this position is \$375,000-\$425,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education level, and expertise.