

HIGH SCHOOL PRINCIPAL SEARCH

THE LYCÉE FRANÇAIS DE SAN FRANCISCO

San Francisco, California

lelycee.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

MISSION AND VISION

By emphasizing intellectual curiosity, critical thinking and integrity, the Lycée international school prepares students to realize their potential and positively impact their world.

The Lycée's vision is to empower future generations to make meaningful contributions to the world through a multilingual and multicultural education.

AT A GLANCE



Established
1967



Middle and High School
enrollment
328



Financial aid awarded
\$1.8M



Campuses
3



Nationalities represented in
the student body
50+



Total Faculty
182



Nationalities represented
amongst teaching staff
25



Faculty with advanced degrees
58
(35 Masters - 6 PhDs -
17 CAPES)

Total enrollment: 851
Languages spoken: 30
Average class size: 12 to 23 students

Students receiving aid: 16%
Endowment: \$5.3M
Annual operating budget: \$27M



OVERVIEW

The Lycée Français de San Francisco (Lycée), an international school located on three campuses in the Bay Area, provides a rigorous, high quality, multilingual education to approximately 900 students from Preschool (Age 2) through High School. The Lycée truly serves an international community as families represent over fifty nationalities and speak more than 30 different languages. A proud member of the Agency for French Teaching Abroad (AEFE) network of 500 sister schools around the globe, the Lycée also is an IB Candidate School and is pursuing membership in the 5000+ network of IB World Schools. From Preschool through High School, the Lycée seeks to instill curiosity, respect, empathy, and excellence – four fundamental values that are relevant to students’ lives in and outside of school. The Lycée Preschool program focuses on socialization and inspiring students to question, create, and explore as they develop confidence and individuality. Students can then enter either the French Track that delivers the French national curriculum leading to the French Baccalaureate or starting in 2024, the International Track (or iTrack), offering an outstanding French language acquisition curriculum leading to an International Baccalaureate diploma. Both the French Track and the International Track meet the requirements for a national US high school diploma. In July 2017, Head of School Emmanuel Texier joined the Lycée bringing energy and vision to create and implement a strategic plan that included the development of the International Track in response to changing demographics in the Bay Area.

Founded in 1967 by a group of parents and teachers, the Lycée graduated its first senior class in 1977. Over the past forty-five years, the school has expanded to its current multi-campus plan. In 1986, the school added a North Bay campus that was moved in 2013 to the current Sausalito site, which houses a Primary program (Ages 2 – Grade 5). In 1996, the Lycée acquired its Ashbury campus, which originally served both the Primary and Secondary programs. As the school continued to grow, the Lycée added the Ortega campus in 2005 and moved the Secondary program (grades 6-12) to this location.

Middle and High School students at the Lycée have the option of pursuing the International Track or the French Track. Both programs prepare students to be successful in school and to be active, lifelong learners.



The **International Track** program provides students with a challenging curriculum that encourages practical connections between studies and the real world. It provides a framework of learning that encourages students to become creative, critical and reflective thinkers and prepares them for an IB diploma and US High School Diploma. This is a newer program and has great potential for significant growth!

The **French Track** is a continuous program that, from Kindergarten to Gr12, provides students with a rigorous, French immersion program, completed by a strong English program that prepares them to receive a French Baccalaureate and their US High School diploma. Both programs are designed to foster the development of skills for communication, intercultural understanding and global engagement—essential qualities for young people who are becoming global leaders.

OPPORTUNITIES AND CHALLENGES

The school's French program has a very strong reputation in the community and students have earned admission into top colleges and universities around the world. The International Track is in its first year and is hoping to establish the same level of success for students who select that option. The next High School Principal will have the opportunity to maintain the level of excellence in the French program and to grow the profile of the International track in the SF educational community.

This role will also be responsible for leading schoolwide Community and Belonging work, from Maternelle until grade 12. *Celebrating Diversity, Practicing Inclusion* captures how the school views this very important perspective on DEIB. Given the diverse backgrounds of the students, families and faculty, supporting a welcoming and inclusive community for all is a very high priority. In this role, the High School Principal will develop and oversee programs that promote an inclusive, respectful, and supportive environment throughout the school. There is great opportunity in continuing to build a community of care and in cultivating a culture of belonging by engaging actively with students, parents, faculty, and staff to reinforce a strong sense of community and belonging.



REQUIRED EDUCATION/EXPERIENCE

- Advanced degree
- Experience in the French and international educational systems, specifically with the French Baccalaureate.
- Ability to legally work in the United States strongly preferred given current visa restrictions.
- Fluent French and English speaker, preferably bi-cultural.

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

- Skill in building inclusive communities, and the ability to respectfully navigate cultural and social situations.
- Proven experience in leading and integrating principles and practices to support community and belonging, school wide.
- Experience in recruiting, retaining, and developing the professional growth of a strong multinational faculty.
- 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.
- Experience in cultivating relationships with US/International colleges/universities.

LEARN MORE

Click on the links below to learn more about The Lycée Français de San Francisco.

[School Website](#)

[College Matriculation](#)

[Bilingual Education](#)

[About San Francisco, California](#)

[Diversity and Inclusion](#)



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

Cathy Shelburne

Consultant and Executive Coach

cathy.shelburne@carneysandoe.com

The full-time equivalent salary range for this position is \$170,000-\$200,000k. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.