

INTERNATIONAL  
HIGH SCHOOL



International High School ● San Francisco, CA

# High School Principal

Start Date: July or August 2022

[internationalsf.org](http://internationalsf.org)



Carney  
Sandoe  
& ASSOCIATES

# Overview

French American International School and International High School in San Francisco is one of the nation's leading bilingual immersion programs and international schools. Founded in 1962, French American and International serves 1,081 students in Pre-Kindergarten through Grade 12, offering a highly engaging bilingual immersion program in French and English through Grade 8, and both the French Baccalauréat and International Baccalaureate (IB) program in English in the high school years. The school's focus for more than 60 years has been on building a multilingual, multinational community of well-educated students. A true international school, it has the faculty, global travel programming, and curriculum to prove it.

The school brings together people from many backgrounds. Community members strive to create a shared culture that develops compassionate, confident, and principled people who will make the world a better place. The school bases its community on its five core values of respect, integrity, inclusion, collaboration, and curiosity. The school is also deeply committed to diversity, multiculturalism, and community. This commitment is manifested in its inclusive mission, committed DEI leadership, recruitment and support for BIPOC and international teachers and families, and programs that support and engage all students.

The school seeks a dynamic leader as its next High School Principal starting July or August 2022. The successful candidate will be a highly strategic, engaged, dedicated and creative educator with leadership experience who is inspired and guided by the school's international mission and academic programs, including the International Baccalaureate and French Bac.

The High School Principal will oversee all aspects of the International High School experience, partnering with the Head of School, leadership team, faculty, staff, students and parents. The ideal candidate will be an inspiring spokesperson for the high school, an excellent manager of the high school leadership team and faculty, and a highly collaborative colleague who immerses themselves in the work of the school. This is an exceptional opportunity to lead a dynamic high school with deep roots in the community, an unwavering commitment to student success, compelling co-curricular programs in the arts and athletics, and an extraordinary academic program that is distinctive in San Francisco and the Bay Area.



# Mission

Guided by the principles of academic rigor and diversity, French American and International offers programs of study in French and English to prepare its graduates for a world in which the ability to think critically and to communicate across cultures is of paramount importance.

Guidé par des principes de rigueur académique et de diversité, le Lycée International Franco-Américain propose des programmes en français et en anglais, pour assurer la réussite de ses diplômés dans un monde dans lequel la pensée critique et la communication interculturelle seront déterminantes.

# Values

Our international community brings together people from many backgrounds. Together we strive to create a shared culture that develops compassionate, confident, and principled people who will make the world better. We base our community on these values:

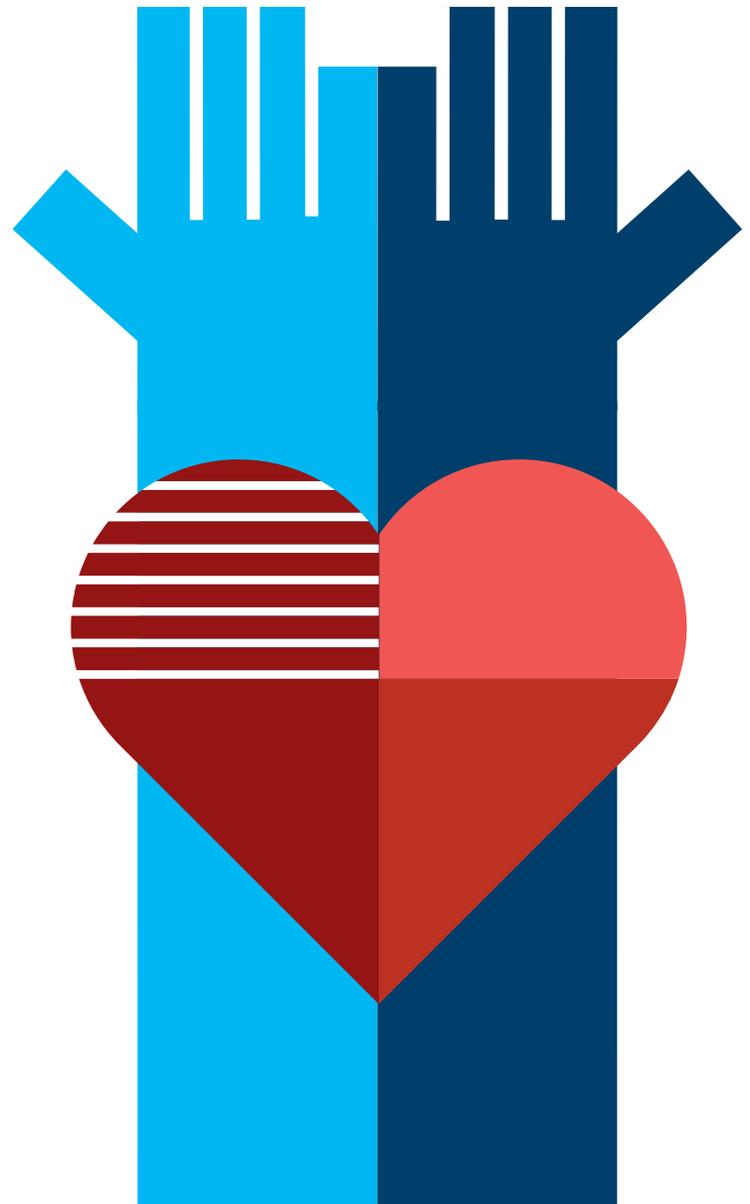
**Respect, Integrity, Inclusion, Collaboration, and Curiosity.**

Notre communauté internationale rassemble des personnes de toutes origines. Ensemble, nous contribuons à créer une culture qui forme des êtres altruistes et déterminés. Dotés d'un sens moral, ils œuvrent à un monde meilleur. Notre communauté repose sur les valeurs suivantes :

**Respect, Intégrité, Inclusion, Collaboration, et Curiosité.**

# Commitment to Equity

**We commit to advancing equity and social justice in our diverse, urban community. We fulfill this promise through our programs and practices, and we inspire and equip our students to live this commitment locally and internationally.**



# At a Glance

**Founded: 1962**

**Total students: 1,081**

**High School students: 384**

**Students of color: 45%**

**Countries represented: 46**

**Number of High School Faculty: 55**

**Student/Teacher ratio: 9:2**

**Financial aid budget schoolwide: \$7.3 million**

**Financial aid as % of total revenue schoolwide: 18.1%**

**Students receiving financial aid schoolwide: 32%**

# School History

Founded in 1962, French American and International is San Francisco's oldest and largest international school. It is the first school in the city to offer the International Baccalaureate, and the fourth school in the United States to do so. Throughout its history, the school has remained dedicated to the guiding principles of academic rigor, diversity, critical thinking, and cross-cultural communication.



# The School

Since its founding nearly 60 years ago, the French American and International community has prepared students to navigate the world with confidence, command, empathy, and joy. The school achieves this through rigorous bilingual and international education programs and a vibrant school culture strengthened by multilingual, multinational educators and families. “We wanted to find a community for our children where they were surrounded by all nationalities and cultures and felt embraced,” shared a current parent.

The community includes French American International School (Pre-Kindergarten through Grade 8) and International High School (Grades 9 through 12). Students in grades PK-8 experience a bilingual program in English and French that prepares them well for International High School, where students have their choice of programs in English or French.

The flagship International High School offers an unparalleled experience to students in grades 9-12. In Grade 9, the community expands to include incoming students from across San Francisco and families from around the globe, who do not need to speak French. The school prepares students to thrive as global citizens: All students follow the International Baccalaureate diploma program or the French Bac, and students go on to highly selective colleges and universities in the U.S. and across the globe.

Diversity has been part of the school’s mission since its founding, and inclusion is one of the school’s five core values. The school honors the variety of beliefs and backgrounds reflected in its diverse community of students, faculty, staff, and parents, and is committed to working toward an equitable and inclusive experience for all members of the community. “We know why we’re here,” reflected one faculty member. “The mission brings us together.” The school’s [Mission, Values, and Commitment to Equity](#) establish the principles that guide the community. “I love the range of diversity,” commented one faculty member. “There’s so much complexity, and the beauty of the school is that families are from 40 different countries and from all over the U.S.... It’s like being an expat in your own city. I just love our community!”

French American International School and International High School is accredited by the California Association of Independent Schools, the Council of International Schools, the French Ministry of Education, the International Baccalaureate Organization, and the Western Association of Schools and Colleges.



# Academics

Global education has been at the heart of French American and International's mission since its founding. The school benefits from a multilingual, multinational school community and from both French and International Baccalaureate programs. The core of its internationally-minded education is cross-cultural cognition — the ability to think, feel, and act across cultures.

In Grades 9 and 10, International High School welcomes both students from the school's PK-8 bilingual program as well as new students (who generally do not speak French) from leading Bay Area PK-8 schools. In these grades, students take classes that deepen their skills in the disciplines and ensure students explore widely while keeping their minds and options open. All students take all three sciences (biology, chemistry, and physics); study one or more modern languages (Arabic, Chinese, French, Italian, or Spanish); study geography and history; take a research and design class; and explore several arts electives (music, theater, film, or visual art). Teachers implement the principles of Culturally Responsive Teaching (CRT), a dynamic pedagogy that recognizes and celebrates the importance of culture and students' cultural references in all aspects of learning.

In Grades 11 and 12, all students pursue one of two baccalaureate programs. Both the International Baccalaureate Diploma (IB) and French Baccalauréat (Le Bac) are two-year, academically rigorous, mini-degree programs that allow students to customize their learning to their interests and passions. Both the IB and the Bac provide extraordinary levels of academic engagement and college preparation, and both are sought after by the most selective universities in the U.S. and abroad. Colleges know that International High School students come already prepared for the higher level thinking, sophisticated writing, global mindedness, and independent research that lie ahead.



# College Matriculation

International High School graduates attend top colleges and universities in the U.S. and abroad. The colleges and universities graduates from the class of 2021, for example, are attending include the following:

Bates College  
Boston University  
Bowdoin College  
Brown University  
Bryn Mawr College  
California Polytechnic State  
University, San Luis Obispo  
Cambridge University  
Carnegie Mellon University  
Cornell University  
Fordham University  
George Washington University  
Haverford College

Loyola Marymount University  
McGill University  
New York University  
Northeastern University  
Northwestern University  
Purdue University  
San Diego State University  
Spelman College  
Tufts University  
Tulane University  
University of California Berkeley  
University of California Irvine  
University of California Los Angeles

University of California San Diego  
University of Chicago  
University of Denver  
University of Edinburgh  
University of Glasgow  
University of Notre Dame  
University of Oregon  
University of Pennsylvania  
University of Saint Andrews  
University of Southern California  
University of Washington  
Wesleyan University  
Yale University



# Global Travel

The school's signature Global Travel Program is unparalleled, beginning with the first overnight trips in Kindergarten. Every year, students have the opportunity to participate in unforgettable experiences in this country and abroad. These experiences are transformative learning moments that truly embody the school's mission and values.

High School students can participate in trips all over the globe. Each destination has a specific theme and focus – athletic, linguistic, or scientific – but also contains a cultural and service-learning dimension and is framed by extensive preparatory work in the months leading up to the trip. These travel opportunities provide extraordinary opportunities to enhance students' globally-focused education outside the classroom and enrich their linguistic proficiency.



# Arts

International fosters a love of learning in the arts through a flexible and personalized curriculum that integrates French national and IB standards. Arts faculty are themselves all artists, performers, filmmakers, costume or set designers, editors, choreographers, and dancers — highly trained and globally-minded creators and performers. The school's flagship theater company, Back à Dos, engages students in production and performance of classic, modern, and avant-garde work, and a number of graduates have gone on to careers in the arts. In addition to the daily curriculum, the school collaborates continually with other schools, organizations, and festivals to offer a variety of engaging masterclasses, workshops, and events to students and the wider community.

The Dennis Gallagher Arts Pavilion features inspired classrooms for visual arts (including painting, sculpture, photography, videography, and more), theater, and music. The Pavilion also houses recording studios, media labs, and a black box theater.





# Athletics

Athletics are fully integrated into the school's educational philosophy. The program is designed to foster a spirit of commitment, leadership, and sportsmanship while honoring cultural diversity and gender equity.

At International High School, interscholastic athletics are a central part of school life with the same combined commitment to skill building, leadership, and sportsmanship. Team sports include cross country, volleyball, basketball, soccer, club skiing, baseball, lacrosse, swimming, track and field, and sailing.

**Go, Jaguars!**



# Student Life

The International High School experience is about more than what happens in the classroom. It involves extra-curricular activities that are both organized and self-directed. From global travel to sports to theater to volunteering to Student Government and more, opportunities to join a club, team, or leadership group are widely available and open to all students. Parents also have plenty of opportunities to get involved and get to know each other.

International has more than 40 student-designed and run clubs — including a wide range of clubs to raise awareness and take action around special interests and important issues. Students can take part in the student council, Model UN, the Diversity Council, and the literary magazine.

Additionally, the school has a growing affinity group program that supports the many identities of its diverse community. The high school includes Anti-Racism Allies and Advocates, the Asian Student Union, the Black Student Union, the Gender and Sexuality Alliance, the Jewish Student Union, the Indian Student Union, Familia Latinx, and MENASA (Middle Eastern, North African, South Asian) Student Union. The school also offers a Parents of Students of Color (POSOC) group and a faculty and staff of color group.

Community engagement and service are also ingrained in the curriculum. Through the IB Creativity, Action, and Service (CAS) program and through the school's Urban Engagement Program, students work to make a difference in San Francisco and around the world. Urban Engagement also includes an internship opportunity for High School students, a Community Salon for the entire community, and schoolwide Days of Service. The program also supports curricular service learning activities and sustainability initiatives.



# Campus

International High School is in Hayes Valley, one of San Francisco's fastest growing and most dynamic neighborhoods. Located just blocks from City Hall, the War Memorial Opera Building, SF Jazz, and Muni and BART stations, the main campus is a modern, six-story building offering bright classrooms with dynamic views of the city. The roof is topped with 630 solar modules, producing more than one billion watt-hours of power to date. Across the street from the main campus are the school's athletic facilities, which include indoor and outdoor basketball courts. The space also serves as a community meeting space. The Dennis Gallagher Arts Pavilion, a three-story building just a block from the main campus, houses the visual and performing arts center. A 360-degree tour of campus may be viewed [here](#).

In the near future, French American and International anticipates building a new high school campus just across the street from the main campus. This project will expand the campus, provide the High School with its own, purpose-built facility, and positively shape the future of the school for generations of students.



# San Francisco, California

San Francisco — the cultural, commercial, and financial center of Northern California — is a hilly city on the tip of a peninsula surrounded by the majestic Pacific Ocean and picturesque San Francisco Bay. Long known for its scenic beauty, its multicultural communities, and a vibrant business culture, San Francisco is a unique and breathtaking metropolis. Culturally rich, the city offers music, art, theater, museum, and literary events year around. In addition, the city is close to nature with spectacular beaches, 3,500 acres of green space as well as easy access to miles of hiking and bicycle trails in some of the most beautiful parts of the West Coast.

San Francisco is home to a little bit of everything: year-round fog, the iconic Golden Gate Bridge, cable cars, Fisherman's Wharf, and Victorian houses. In the Bay sits Alcatraz Island, site of the famous former prison. With a population of around 875,000, San Francisco is a popular tourist destination but also ranks highly on world livability rankings. The city's colorful neighborhoods provide distinct and unique areas to enjoy culture and arts events, food, and shopping. Many localities feature a mix of businesses and venues that serve both residents and visitors and contribute to the city's lively atmosphere. San Francisco also has a very active environmental community and has been at the forefront of many global discussions about sustainability.

With sweeping views from every hill, an entrepreneurial spirit, year-round free cultural activities, some of the best food, art, and music in the country, it is easy to see why San Francisco scores top rankings for being one of the fittest, healthiest, and happiest cities in America.



# Opportunities and Challenges

**The High School principal will lead a vibrant, international community of students, families, faculty, and staff from across the city, the Bay, and the globe. The principal will also serve as a member of an experienced, strong, and deeply committed Senior Leadership Team. The current priorities, challenges, and opportunities include:**

- Participating in the final phases of design for the new International High School building, an innovative project that will grow the high school and shape the future of the entire school.
- Continuing to foster innovation in the delivery of our two rigorous academic programs, and supporting Heads of Department and faculty in evolving their practice.
- Leading, inspiring, supporting, and guiding a mission-aligned High School faculty and staff in continued learning to support student well being, family partnership, and academic excellence.
- Shaping the Grade 9 and 10 programs to welcome students to the International Track and to provide a unifying experience for students moving up from our Middle School and joining us for the first time.
- Partnering with the Director of Diversity, Equity, and Inclusion and the Leadership Team to continue integrating our DEI initiatives into all facets of student life, including the curriculum, the advisory program, and all co-curricular programs.
- Fostering a thorough embodiment of the school value of inclusion through increasing support for neurodiverse students and full implementation of nascent initiatives such as Restorative Justice.
- Supporting the Dean of Admission and Enrollment in recruiting students to the high school, from both the PK-8 program and other K-8 schools in the area.
- Partnering with a talented, collaborative, and strategic senior leadership team. With the guidance of Head of School Melinda Bihn, the leadership team has developed a high degree of capability and commitment as well as a strong team culture, expressed in the code that guides their work together:

- 1 Be better together.**
- 2 Assume good intent.**
- 3 Expect excellence.**
- 4 Say it here.**
- 5 Cultivate delight.**

# Desired Qualities and Qualifications

**The Director will need to be a skilled communicator, connector, collaborator, motivator, and mentor, able to work across the divisions of a complex PreK-12 program. In addition, the school is most interested in candidates who possess many, if not all of the following:**

- Bachelor's degree, with an advanced degree preferred.
  - Significant leadership experience in high school education, with a deep understanding of best practices, innovative pedagogy, and challenging academic programs.
  - An authentic, warm, approachable presence that welcomes conversation and connection while respecting the views of others.
  - Demonstrated commitment to diversity, equity, and inclusion work.
  - Demonstrated success in managing people, one that is characterized by integrity, collaboration, and flexibility.
  - Experience in and enthusiasm for an international community and capacity to thoughtfully and respectfully navigate different cultures.
  - Exceptional interpersonal skills and the ability to communicate with inspiration and clarity to prospective families and community organizations, students, parents, faculty, staff, and community members.
  - A leadership approach that empowers colleagues and accomplishes objectives.
  - Love of schools, school communities, and a sense of joy and humor.
  - Familiarity with one or more of the school's academic programs (the French Bac, the International Baccalaureate Program)
  - Ability to speak and understand French desired, but not required.
  - Due to visa restrictions, candidates must already be legally authorized to live and work in the U.S.
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**“When you are taught that the world  
in all its iterations is yours to apprehend,  
nothing is foreign.”**

**Alex Szotak, Class of 2013**



## **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: 1) a cover letter expressing their interest in this particular position, and 2) a current résumé.



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