



EXECUTIVE DIRECTOR PROSPECTUS

CONTENTS

About Lakes International
Language Academy

Commitment to Belonging

About the Executive
Director Position

Our Mission

Our Vision

Our Action Statements

Approaches to Learning

IB Learner Profile

International Faculty

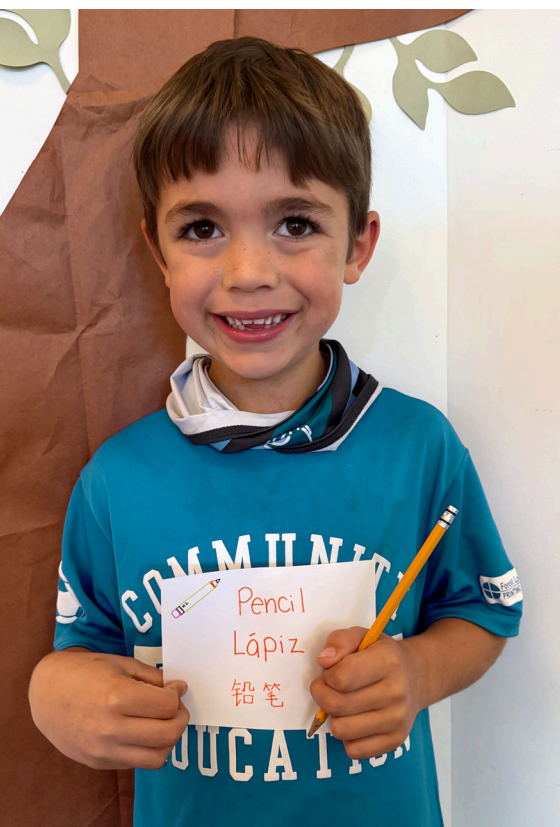
Student Life

Fast Facts

How to Apply



LAKES INTERNATIONAL
LANGUAGE ACADEMY
An IB World School



ABOUT LAKES INTERNATIONAL LANGUAGE ACADEMY

Lakes International Language Academy (LILA) in Forest Lake, Minnesota, is a tuition-free, K-12 public charter school with a distinctive and proven model: full language immersion in Spanish or Mandarin Chinese, combined with the International Baccalaureate (IB) program, which emphasizes inquiry, global citizenship, and rigorous academics. Founded by families and educators in 2004, LILA has grown into a mature, mission-driven institution with over two decades of experience delivering exceptional outcomes for students.

LILA also offers a paid Pre-K program, providing an early start in its language-rich environment. In grades K-5, students participate in full language immersion, developing fluency while building strong academic foundations. In grades 6-12, students have the choice to continue immersion in their primary language or pursue a language acquisition pathway, including Spanish, Mandarin, or French.

Authorized for the IB Primary Years Programme (Pre-K-5), Middle Years Programme (6-10), and the Diploma Programme (11-12), LILA provides a clear, high-value academic trajectory that supports inquiry, critical thinking, and global-mindedness. The upper campus (grades 6-12) also offers robust extracurricular opportunities, making this Executive Director role both a head-of-school position and a system-builder role across the full pre-K-12 continuum, with tangible opportunities to strengthen academic programs and student experiences at every stage.

COMMITMENT TO BELONGING

The LILA Community (students, families, and staff) includes people of varied racial and ethnic backgrounds, home languages, belief systems, socioeconomic statuses, gender identities, sexual orientations, political affiliations, and abilities. We endeavor to see each child as an individual and to recognize their strengths and needs, in order to provide an equitable education to each student.

ABOUT THE EXECUTIVE DIRECTOR POSITION

This is a true CEO-level role—with responsibility for program quality, enrollment strategy, compliance, budget stewardship, talent systems, and external relations—within a school that has a clear mission and a vibrant community.

We are looking for a steady, people-first leader who communicates with clarity, warmth, and consistency—someone equally skilled at listening deeply and making tough decisions when needed. You are a skilled advocate and bridge-builder for students, staff, and families, able to translate vision into shared priorities and actionable steps.

The ideal leader recognizes and protects the core of what makes LILA successful, while also identifying opportunities to streamline systems, strengthen alignment, and elevate existing initiatives. You bring a thoughtful, collaborative approach: building on proven practices, asking smart questions, and introducing ideas that make teaching, learning, and operations more effective. In short, we seek someone who can steward a strong foundation while guiding LILA's next stage of growth with purpose and momentum.

If you are inspired by the opportunity to lead a proven school model into its next chapter, LILA offers a rare combination: a stable, values-anchored community, a specialized immersion + IB approach with strong parent demand, and a clear strategic horizon. As the next Executive Director, you will not be starting from scratch—you will be accelerating a school with a solid foundation, a distinctive identity, and a community that chose LILA because it believes that bilingual, globally-minded education should be public, excellent, and accessible.



OUR MISSION:

To prepare tomorrow's critical thinkers and global citizens through language acquisition and inquiry-driven study.

OUR VISION:

To deliver a high-caliber education from a global perspective that combines second-language acquisition with a proven inquiry-based learning approach, enhancing individual achievement, and building community connections.

OUR ACTION STATEMENTS:

*Think for myself.
Think about others.
Think beyond today.*

LILA STUDENTS, FACULTY AND STAFF ARE KNOWN FOR EMBODYING THE IB ATTRIBUTES:

Thinkers
Inquirers
Risk-Takers
Open-Minded
Communicators
Caring
Balanced
Principled
Reflective
Knowledgeable

FAST FACTS:

100%



Percentage of Full
Immersion (K-12)
Program Graduates Who
Earned a Bilingual Seal or
Certificate in the Class of
2025

81%



Percentage Who Earned
the Platinum Seal

APPROACHES TO LEARNING

The International Baccalaureate (IB) Approaches to Learning (ATL) are a set of skills and strategies that aim to help students become self-regulated, lifelong learners.

IB LEARNER PROFILE

The IB Learner Profile describes the attributes the IB aims to cultivate in all students—qualities that extend far beyond academics. These traits help young people understand themselves, engage respectfully with others, and navigate an increasingly complex and interconnected world.

Together, the Approaches to Learning and the Learner Profile reflect LILA's commitment to developing confident, compassionate, globally-aware students who are well prepared for life beyond high school.



INTERNATIONAL FACULTY

LILA's teaching staff brings a world of experience to students every day. Many of our teachers have lived abroad, representing six continents and 31 countries. Many are fluent in languages including Chinese, Spanish, French, German, Italian, Cantonese, Japanese, Swahili, Luo, and Croatian. This diverse faculty enriches our classrooms with authentic global perspectives, empowering students to develop as confident, compassionate global citizens both inside and beyond the school.

STUDENT LIFE

LILA is committed to fostering learning beyond the classroom. Complementing our rigorous curriculum is a vibrant selection of after-school athletics, clubs, arts, and leadership opportunities. These programs empower students to explore diverse interests, cultivate social and intellectual growth, enhance overall well-being, and develop essential skills such as leadership, collaboration, and time management.



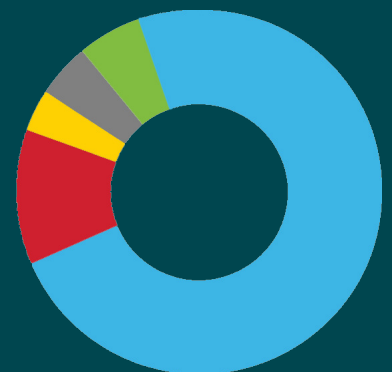
RANKINGS:

Niche ranks upper school number 6 among Minnesota Charter High Schools. US News and World Report ranks it number 12 among Minnesota metro area high schools, and number 13 among Minnesota high schools.



STUDENT DEMOGRAPHICS:

- 72% White
- 14% Hispanic
- 6% Two or More Races
- 4% Asian
- 1% American Indian





LAKES INTERNATIONAL LANGUAGE ACADEMY

WWW.MYLILA.ORG

Full Job Description and Application Available at
MyLILA.org/careers