ÉCOLE FRANCO AMÉRICAINE du Puget Sound

FRENCH AMERICAN SCHOOL of Puget Sound

HEAD OF SCHOOL SEARCH

Mercer Island, Washington

Start Date: July 1, 2026

MISSION, VISION & CORE VALUES

MISSION
What We Do

We challenge students to excel academically and thrive in French, American, and International cultures.

VISION
Why We Do It

To inspire the next generation of global citizens to learn, understand, and act wisely in a multicultural world.

CORE VALUES
Ideas We Live By

Excellence - Integrity - Cultural Agility - Community

Excellence: We have high expectations of our students, teachers, and staff, and each individual thrives in an environment of self-exploration to find their best selves in school, at home, and in life.

Integrity: FASPS employees are chosen for their focus on doing what is right. Whether it is educating and caring for our students, managing our finances, developing school curricula, planning fundraising events, or running the after-school program, we always operate with the highest regard for our community and our international network.

Cultural Agility: We believe that "beyond the classroom" experiences such as special guest visits, performances, presentations, exhibits, field trips, local outings, and national/international trips are essential to create open minded, successful students who are prepared for life after FASPS.

Community: Our dedication to our community drives our actions. We prioritize a diverse, inclusive, and inviting community and work hard to create an environment where individuals look forward to walking through our front doors every day.

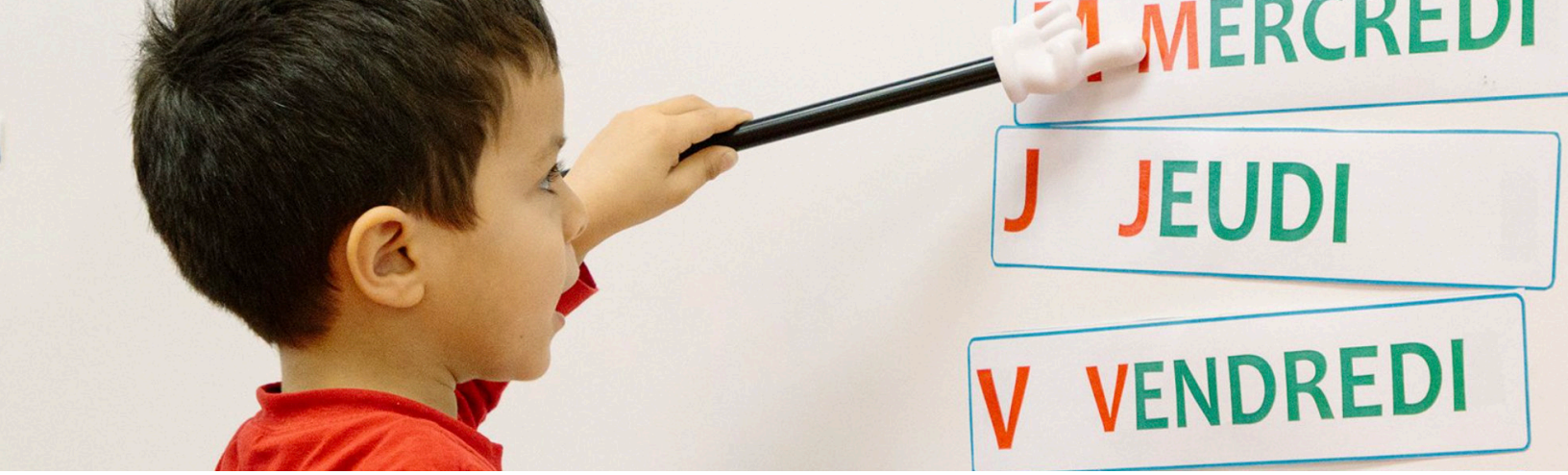
FASPS AT A GLANCE

- Founded in 1995
- 430+ Students 18 months to Grade 8
- 7:1 Student to Adult Ratio
- Over 60 Nationalities Represented
- 22% of Students Receive Tuition Assistance
- 38% of Students Have One Francophone Parent
- Two Convenient Locations

THE LEADER IN HARMONIZED FRENCH AMERICAN BILINGUAL EDUCATION IN THE PACIFIC NORTHWEST

Founded in 1995, the French American School of Puget Sound is Washington's only bilingual school that offers a comprehensive education from TYPK (18 months) through Grade 8. FASPS is presently located on the north end of Mercer Island which is in the middle of Lake Washington between the vibrant Seattle/Bellevue metropolitan areas. Today, more than 430 students from 62 countries learn together in a community defined by openness, humor, and warmth. Guided by the vision *"to inspire the next generation of global citizens to learn, understand, and act wisely in a multicultural world,"* FASPS blends the rigor of the French national curriculum with the adaptability and creativity of American education.

Through its immersion program, students achieve fluency in French and English while also studying Spanish or Mandarin in middle school. Grounded in the core values of excellence, integrity, cultural agility, community, and bolstered by small class sizes, strong faculty-student relationships, and high academic standards, FASPS graduates go on to excel in high school and beyond, equipped with the skills and perspectives to thrive in a global context.



The FASPS community treasures their globally diverse community: 40-50% of the students enrolled in TYPK - Grade 8 live in households where some French is spoken.

FASPS is distinguished by its ambitious and nimble culture. Faculty and parents describe an "all-hands-on-deck" spirit where people step up, collaborate across differences, and always place children at the center. The school is constantly in motion, resilient, and committed to doing better—hallmarks of a young, dynamic institution with bold aspirations.

Campuses: Today, FASPS is located on two campuses. The school leases property from the Jewish Community Center for its Mercer Island Campus, for students between "Tiny YPK" and Middle School. In addition, a second campus, for Preschool students only, is located in the Capitol Hill neighborhood of Seattle. Planning is underway for a third, purpose-built campus 'Permanent Home' in the North Beacon Hill neighborhood of Seattle, and the land has already been purchased.

Bilingual program: The school provides an immersive education that integrates the French Ministry of Education and American educational systems. Bilingualism is a core focus, beginning as early as 18 months. This year, a new program has been introduced to welcome students without prior language skills into the school with specialized support like the French Accelerated Scholars Track (FAST), to help students with no prior French knowledge integrate into the program.

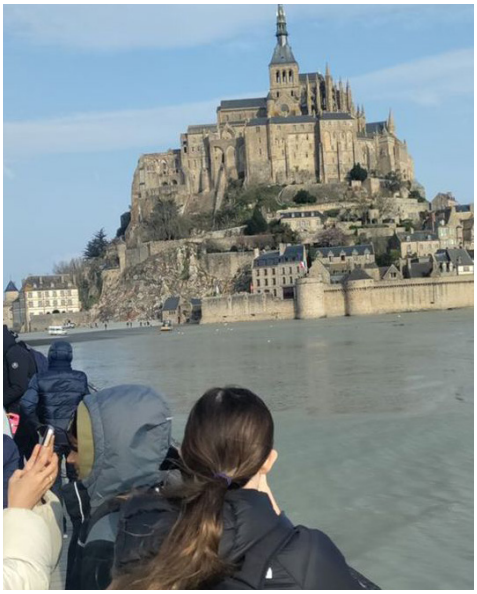
Accreditation and Memberships: FASPS is accredited by both NWAIS and AEFE, in addition to membership in a number of professional organizations that support teaching and learning. For a complete list, please find additional information here.

LOOKING TO THE FUTURE FOR THE FRENCH AMERICAN SCHOOL OF PUGET SOUND

As FASPS builds on its 30-year history, the Board of Trustees has launched a search to identify a new Head of School for July 1, 2026. To that end, and to assist the Board in clarifying the goals and opportunities the new Head will face, Joan Beauregard and Lisa Lyle of Educators Collaborative solicited input from members of the school community during an on-campus visit and by means of an electronic survey. Those interviewed and surveyed included faculty, students, administrators, staff, parents, trustees, alumnae(i) and community members. Based on this input, the following represents a summary of FASPS's strengths, the challenges and opportunities it faces in the next three to five years, and the personal and professional qualities the trustees and the school seek in the next Head of School.

As participants shared what they love about FASPS, they demonstrated great pride in the following areas:

- **Bilingual and Bicultural Education:** The school's unique blend of French and American educational approaches, offering both linguistic and cultural diversity, is highly valued.
- **Strong Community and Inclusivity:** Cherished traditions include community gatherings, social events, cross-grade activities, and a welcoming atmosphere that fosters a sense of belonging for students, families, and staff. Participants spoke with excitement about the upcoming Kermesse and STEAMfest.
- **Dedicated Teachers and Staff:** The quality, care, and commitment of the teachers and staff are consistently highlighted as a major strength.
- **International Focus and Global Citizenship:** Community members love its international outlook, cultural agility, and preparing students to be curious, empathetic, and culturally aware global citizens. They are deeply proud of the global diversity, and want to safeguard and promote diversity, equity, inclusion, and belonging throughout the community.
- **Academic Rigor and Individualized Attention:** The balance of academic challenge, high standards, and attention to individual student needs are important strengths.



This is a rare opportunity to lead a global school community that is academically rigorous, joyful, and deeply committed to preparing students as citizens of the world. It is a fantastic opportunity for a person who wants to join a school at a pivotal point in their history. The next Head will take the baton passed by the present Head and will lead the charge to move FASPS to their permanent home in the North Beacon Hill neighborhood of Seattle. This includes taking on the remainder of the capital campaign, the building project itself and ultimately the move to the school's permanent home FASPS has an important mission and presence in the Seattle-Bellevue metropolitan area and after 30 years it is time for the school to own its place.

To be fully successful in this role, the new Head will need to guide:

- **Strategic Facility Development:** Execute on strategic initiatives to safeguard the future of the school, including the development of a new Permanent Home for Preschool - 8th grade on the Beacon Hill site. As the school grows the next Head will have the opportunity to drive the vision and expansion to the rest of the site, including a future capital campaign and potentially a future high school.
- **Capital Campaign:** Execute on significant fundraising efforts for the new Permanent Home, additional endowment and support for the operating budget through the annual fund and the Gala.
- **Community Engagement and Trust:** Engage actively and communicate effectively with a diverse and open-minded community that values multilingualism and multiculturalism, with strong parent and volunteer involvement.
- **Enrollment Management:** Focus on enrollment management and implement measures to ensure retention of families and grow enrollment in current programs, while exploring opportunities for expansion as the new Permanent Home opens.
- **High-Quality Teaching/Professional Development and Evaluation:** Oversee effective hiring, retention, growth and evaluation of faculty to ensure access to high quality learning experiences for all children. Ensure consistent, high-quality teaching, supportive evaluation and greater access to professional development.
- **Enhanced Learning Opportunities:** Enrich the educational journey, including the provision of sufficient classroom resources, the development of STEM and Global Citizenship programs, and the enhancement of athletic offerings and enrichment/advanced programs will enrich the student experience.
- **Rebranding and Identity:** Lead the school in defining a clear identity and potentially rebranding as it moves to a new campus, showcasing its unique position in the educational landscape.

LEADERSHIP PROFILE

FASPS is well-positioned to thrive, given strong leadership from the next Head of School. The FASPS Board seeks an experienced school leader who can bring both vision and discipline to the role. This individual will be charged with implementing strategies that ensure long-term financial sustainability and with skillfully balancing competing priorities to deliver a well-developed, mission-aligned budget. The next Head will work in close partnership with the Board to uphold best practices in governance, lead successful fundraising efforts for both the Annual Fund and the capital campaign for the school's new Permanent Home, and build greater accountability for consistent excellence in teaching and learning. Just as importantly, they will be an engaging communicator—someone who builds deep trust and confidence among parents, faculty, and staff through transparency, clarity, and authenticity.

As we talked with the community about their hopes, it became clear that the FASPS community seeks a:

1. Inspirational Franco-American Leader

- Native French speaker with credibility in both French and American contexts.
- Deep understanding of bilingual and bicultural education, able to balance French traditions with American expectations.
- A visible and approachable figure who embodies the values, culture, and warmth of FASPS.

2. Visionary Strategist and Builder

- Track record of leading international schools through growth and transition, ideally with AEFE-affiliation.
- Experienced in school expansion, capital campaigns, and fundraising for facilities or endowments, which benefits from an entrepreneurial mindset.
- Ready to complete critical initiatives already underway (especially the new campus for the Permanent Home) while shaping a bold, realistic vision for the future.

3. Student-Centered Educator

- Passionate about learning, prioritizing educational quality and student achievement over expansion for its own sake.
- Committed to recruiting and retaining exceptional teachers, and equipping students to thrive academically, socially, and culturally.
- Brings fresh ideas to enhance academics, wellbeing, and cultural agility across the school.

4. Collaborative, Authentic Communicator

- Strong, confident communicator who listens deeply, respects faculty voices, and builds trust.
- Transparent in decision-making, with a commitment to clear, frequent communication and follow-up.
- Balances decisiveness with humility and empathy; inspires community members to pull together around shared goals.

5. Committed, Long-Term Community Builder

- Personally invested in the FASPS community, with a strong desire to stay and see the school through its next chapter.
- Dedicated to sustaining the warmth, inclusivity, and international spirit that define FASPS.
- Brings resilience, courage, and stability during a time of transition, while building on the strong foundation.

The French American School of Puget Sound does not discriminate on the basis of race, color, national or ethnic origin, disability, gender, gender identity, gender expression, religion, or sexual orientation in the administration of its educational policies, financial aid programs, and athletic or other school-administered programs. This policy applies to all rights, privileges, programs, and activities, including applications and admissions, generally accorded or made available to students at the school.

APPLICATION PROCESS

Please reach out to Joan Beauregard and/or Lisa Lyle (see below) to learn more about this exceptional opportunity and to schedule an initial interview.

Those interested are asked to submit these materials, **in the order listed, in a single, merged document**:

- EC Candidate Summary Sheet (contact consultants, Joan and Lisa, for this document)
- Letter of Interest addressed to the Search Committee in both French and English
- Current résumé, including work authorization/visa status (NB: non-visa holders will be considered)
- Statement of educational and leadership philosophy in both French and English
- A list of five or more references with contact information (including phone numbers and email addresses)
- EC Disclosure Form (contact consultants below for this document)

If interested, please contact:

Joan Beauregard, Educators Collaborative
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(206) 851-6616

Lisa Lyle, Educators Collaborative
llyle@educatorscollaborative.com
(518) 310-8601

SEARCH CALENDAR

(The following dates are projected dates.)

Applications Due by October 3, 2025
Applicants are encouraged to submit full materials as soon as possible. Initial interviews with consultants are starting now.

Semi-Finalist Interviews: Zoom
November 1-3, 2025

Three Campus Visits Planned for Finalists:
November 9th evening, 10th and 11th,
November 16th evening, 17th and 18th
November 19th evening, 20th and 21st.

Announcement
December 2025/January 2026

Start Date
July 1, 2026

Compensation and benefits are competitive, with an anticipated salary range of $325,000 to $375,000. The French American School of Puget Sound offers a comprehensive benefits package including a retirement plan with a 5% employer contribution, excellent insurance benefits and support for professional growth.

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ÉCOLE **FRANCO AMÉRICAINE** *du Puget Sound*

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