



# North Seattle French School Ecole Bilingue de Seattle

*French Immersion Preschool and Bilingual K-5 School*



## Head of School Search

Position Starts July 1, 2025

Shoreline, Washington



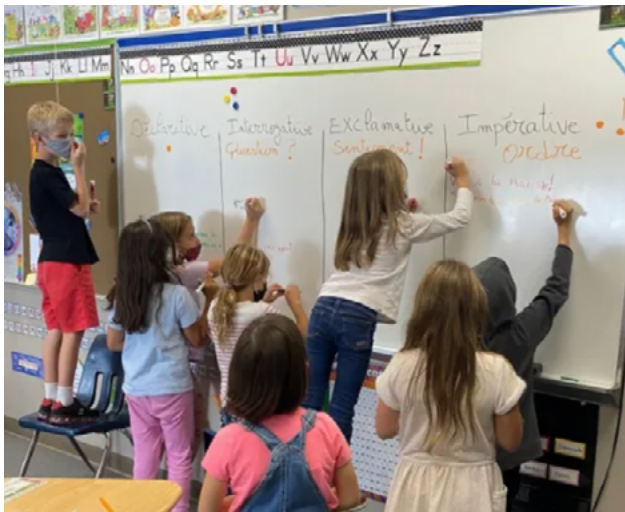
**EDUCATORS COLLABORATIVE**  
EXPERTS IN SEARCH, TRANSITION & STRATEGY





## About the School

North Seattle French School opened in the fall of 2013 with a single kindergarten class. Since then, NSFS has grown by one grade each year and established a preschool as well. In the 2018-2019 school year, NSFS reached 5th grade, achieving the goal of being a full bilingual elementary school in Seattle.



NSFS began when a handful of parents shared the dream of a local French-American school, and then worked hard to make it a reality. Some were French speakers themselves who sought to retain their heritage, others were seeking the benefits of bilingual education, and all were motivated by the desire to foster a sense of global citizenship in their children.

With support from families, teachers, staff, board, and administrators from established bilingual schools all across the country and here in the Northwest, NSFS has built and continues to grow a school that embodies the best of both worlds: the academic rigor and proven organization of the French curriculum together with the student-focused, project-based and social-emotional learning approaches increasingly embraced in the United States.



NSFS international community of families represent many different countries and languages. The global mindset the students gain from the immersion environment, as well as the relationships they form here, are gifts that will shape their choices, their opportunities, and their paths for the rest of their lives.

### Francophone Culture: La Francophonie

NSFS is not just a “French” school. It is a “Francophone” school open to the world. Francophone culture includes people of European, African, Caribbean, Asian and South Pacific descent. NSFS is committed to lifting all of our voices and developing a community of educators, administrators and families who directly and indirectly represent many of the diverse Francophone cultures and French language variants around the world.



## Mission

Our mission is to cultivate a community of globally minded independent thinkers through bilingual education.

## Core Values

### Global Perspective

By nature of their bilingualism, students fundamentally understand from a very young age that there is more than one way to say something, more than one way to problem-solve, more than one way to see the world. This global awareness helps them become open-minded, tolerant and curious adults, preparing them to flourish in our world today and going forward.

### Integrated Curriculum: Best of Both Worlds

Based on the established French curriculum and incorporating the best of U.S. teaching styles, the curriculum is designed to address both French and Washington State standards.

### Engaged Community of Families

NSFS is more than educating children—it is growing its community of families. By cultivating family volunteer participation, NSFS teaches kids what it means to be an active part of a community. NSFS believes this lays the groundwork for students to grow into thoughtful, responsible, and engaged adults.

### Diversity, Equity and Inclusion

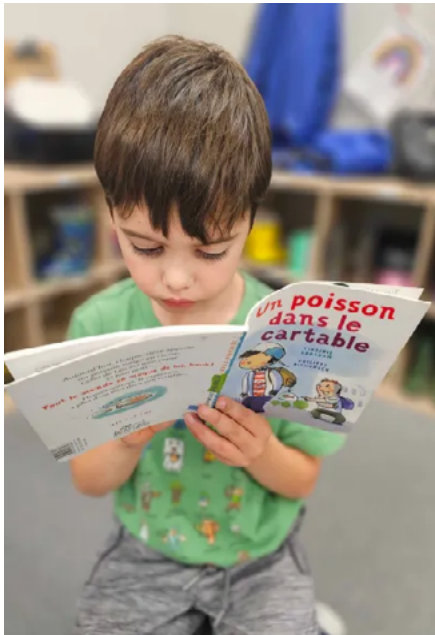
NSFS strives to provide all students, teachers, staff and families in the community with an environment in which they feel welcome, respected, heard, and represented, regardless of their appearance, gender, race, sexuality, cultural background, socio-economic status, faith, ability, or identities. The school is committed to uplifting the voices of students from a wide range of backgrounds and celebrating their best selves.

### Social-Emotional Development

NSFS believes that character development is as valuable as academic learning, and it incorporates social emotional learning throughout the program. Students learn age-appropriate strategies for developing empathy, mindfulness, self-awareness, communication and more at every grade level.







## Academics

### Bilingual Curriculum

The bilingual curriculum is designed to address the Washington State common core standards and the internationally recognized French curriculum. NSFS has integrated the two curricula by mapping where they overlap and where they differ. This approach enables students to reach bi-literacy and transition successfully into either a French school or the local school system for middle school.

Students don't just learn a second language; they learn to speak, read, write, think, play, create, and explore the world, with confidence, in two languages. NSFS promotes creative thinking and problem-solving through hands-on activities and interdisciplinary projects. Additionally, the school places significant emphasis on social and emotional learning.

### French Immersion & Language Acquisition

To establish a robust foundation in French, NSFS preschool and kindergarten teachers predominantly teach in the French language. As students progress to higher grades, they gradually spend more time with their English teacher to reach 50/50 ratio in 4th and 5th grades.

NSFS teachers tailor their approach to each student, meeting them at their unique stage of language development in both French and English. Regardless of whether the child's home language is English, French, another language, or multiple languages, NSFS is committed to providing comprehensive support, ensuring each child remains engaged and challenged.

### Co-teaching

At each grade level, NSFS English and French teachers dedicate several hours each month to collaborating on lesson plans and projects, and communicating on each student's growth. They co-teach in the classroom each day to build connections between the languages and foster social-emotional learning. Furthermore, NSFS teachers have regular meetings by language departments and cycle levels to develop curricular projects supporting the students' learning and achievement.



## Equivalences of the French and US School Systems

In the French system, early childhood and elementary years are divided into three cycles, or related areas of developmental learning and skills grouped by grade. The skill expectations have been created to be mastered at the end of each cycle rather than each grade to respect the pace of the children who learn differently and each in their own way.

To know more about NSFS academics click on these links:

[Cycle 1: Preschool and Kindergarten](#)

[Cycle 2: 1st-3rd grades \(CP, CE1, CE2\)](#)

[Cycle 3: 4th-5th grades \(CM1, CM2\)](#)



## After-school Programs

### GLOBE

North Seattle French School offers after-school activities through its GLOBE program (Garderie, Loisirs & Optional Bilingual Enrichment), featuring a variety of clubs and classes for different interests, ages, and abilities.

GLOBE is open Monday to Friday, from 3:30 p.m. to 5:00 p.m. and on early release days. NSFS also offers camp during breaks and in summer. Learn about the summer camp [here](#).

## Camp d'été 2024 - Summer Camp

NSFS summer camps are open to all children from 3 to 11 years old, regardless of their prior French experience (whether the child is beginner or fluent in French). NSFS camp is a fun way to learn and practice French while exploring the world!

At camp, every day is brimming with excitement! The diverse program blends engaging games, imaginative crafts and hands-on activities with ample time for free play and physical activities, ensuring a well-rounded experience for every camper. Camps are held mostly outdoors within the Shoreline Center.

NSFS students' favorite enrichment classes are Kung Fu with Seattle Kung Fu Club, soccer, parkour, STEM, Chess and Art clubs.







## Diversity, Equity and Inclusion

North Seattle French School admits students of any race, gender, color, national or ethnic origin and any other legally protected status to all the rights, privileges, programs and activities generally accorded or made available to students at the school, and does not discriminate in administration of educational policies, financial aid, or any other school-administered programs.

### Initiatives Supporting Diversity, Equity and Inclusion (DEI)

#### Materials

NSFS are consistently curating the library and classroom materials with the goal of including diverse voices and perspectives and identifying inherent bias. The school believes in the importance of helping students understand the complexities and historical context of our world, providing them with the awareness, resources, and language they need to make it a more equitable and inclusive place for everyone.

#### Professional Development and Parent Education

NSFS are committed to providing regular opportunities for the community, including teachers, staff, students, and families, to access resources and learn from experts from diverse backgrounds on topics ranging from anti-bias education to cultural appreciation and exchange.

#### Financial Aid

NSFS growing financial aid program helps subsidize tuition on the basis of financial need, making NSFS affordable to a wider range of families.

#### DEI Committee

NSFS has a committee composed of board members, staff, and parent volunteers to support these initiatives.



## Administration

Currently the Head of School is supported by staff serving in the following full-time positions: Operations Manager (finance) and Admissions – Marketing – Communication Manager. Additionally, the Head is also supported by part time positions in Advancement, Director of Curriculum, and Office Manager.

## Admissions

NSFS is located in the city of Shoreline, north of Seattle. The school serves families living in areas across the city of Seattle, including Shoreline, Greenwood, Phinney Ridge, Green Lake, Ballard, and the as well as the cities of Edmonds, Lynnwood, and Everett.

While a portion of the school's families work for large entities such as Boeing, Amazon, Meta and the University of Washington, a large number of families work for smaller local companies, non-profit associations or are self-employed. These latter families do not enjoy the same salary levels and benefits as employees of the larger corporate entities. In a city with a high cost of living, it is essential for these families to have access to a school with affordable tuition fees that provides them access to bilingual education.

The diversity of families attending the school is significant, with 20 nationalities represented. Over 60% of students have access to multiple languages at home while 53% have at least one parent from a French-speaking country. Among the elementary students, 13% began their schooling in another French school (in France, Switzerland, or an accredited French school in a non-francophone country).

Any family wishing to enroll their children in the school must complete an online application and undergo an interview with the admissions manager. The goals of the interview are to make sure the family aligns with the school's values and to enable the school to understand the prospective student's strengths, challenges, learning style, etc. Prospective students starting from CP (first grade) undergo assessments in French, English, and mathematics. The assessment, interview, and current year's report cards help determine the support the child may need to integrate into the class.



## NSFS At A Glance

Founded: 2013

Type of School

- French Immersion Preschool
- Bilingual K - 5 School

Number of Students: 84

Number of Teachers: 17

Number of Administrators: 6

2024-2025 Tuition

- Elementary (K to 5th grade): \$20,980 – \$2,102 /monthly installment
- Half-Day Preschool: \$13,200 – \$1,324 / monthly installment
- New Family Fee: \$500 – one-time payment for new families whose children have not been previously enrolled in the school.
- Aid is determined based on demonstrated financial need when comparing the student’s educational expenses with the family’s ability to pay.

Families come from over 20 countries including France, Canada, Belgium, Morocco, Tunisia, Japan, China, Canada, Switzerland, Bulgaria, Australia, Brazil, Korea, Ghana, Russia, United Kingdom, Mauritius and more.

## Admission numbers

	2020/21	2021/22	2022/23	2023/24
PS / preschool	2	10	9	13
MS / preK	10	12	8	9
K	12	17	15	11
1st	10	9	13	12
2nd	13	12	8	14
3rd	9	11	10	9
4th	12	9	8	9
5th	6	11	8	8
<b>TOTAL</b>	<b>74</b>	<b>91</b>	<b>79</b>	<b>85</b>

## Student Retention

- 2019-2020 – 65% (The School shut down in March of 2020 due to the pandemic.)
- 2020-2021 – 80%
- 2021-2022 – 75%
- 2022-2023 – 83%
- 2023-2024 – 90%

## Matriculation

NSFS students matriculate to public, parochial, and independent middle schools in the Seattle area and also in other countries.

- Independent Schools: Seattle Academy, French American School of Puget Sound, and Seattle Girls School
- Parochial Schools: St Luke, St John, St Catherine, Christ the King, and Assumption St. Bridget
- Public Schools in Edmonds, Northshore, Shoreline, and Seattle
- Schools in other countries: Australia, Canada, France, and the United Kingdom







## Finance

NSFS has an operating budget of approximately \$1.7 million, has no debt and \$160K in reserves. NSFS provides some form of financial aid to 20% of students. The average award is \$4,300 for AY 23-24. The sibling discount program is a 10% discount on the annual tuition. The employee discount is 45% tuition remission with 8 children in this category for AY 23-24.

The school's finances are overseen by the Board Finance Committee, treasurer of the Board.

## Fundraising

Voluntary support is an important part of the school's financial picture, with fundraising through annual giving and a variety of special events.

- 2023-2024 (as of May 7, 2024) = \$181,562.15 (incl. gala revenue)
- 2022-2023 = \$78,348.
- 2021-2022 = \$77,796.
- 2020/2021 = \$66,354.
- 2019/2020 = \$42,083. (covid, spring drive was NSFS' biggest event at that time, and the school closed right before the event)



## Celebrating 10 years

The school community came together to celebrate the milestone of its 10 Year anniversary at the UW Center for Urban Horticulture on March 9, 2024 that included over 170 participants in a gala and auction that raised over \$100,000 in net revenue.



## NSFS Board of Trustees

When NSFS was founded in 2013, the board took on many operational roles that in more established schools are generally held by paid staff. As the school has grown, the board has hired professionals to fill these roles and is no longer involved in day-to-day operations. Board-led Community, Finance, and Fundraising committees facilitate partnership between the board, the Head of School and the school operations team.

The overarching role of the Board of Trustees is to serve as the guardian of the school's mission and the



strategic steward of the school. The board’s role is broadly divided into three categories: Mission Stewardship: Ensuring that all strategic decisions are in service of the mission. Financial Oversight: Ensuring the long-term financial viability of NSFS. Head of School Partnership: Working with and supporting the head of school, to ensure the growth and development of the educational program.

The Board comprises an executive committee and general board, as well as advisory board members. The head of school is an ex officio member. All trustees, with the exception of advisory members and the head of school, have voting rights. According to NSFS by-laws the Board may have up to 15 board members. There are presently 12 board members and two board fellows from the University of Washington’s Foster School of Business. There are three Advisory Board members who serve in a consultant role, do not attend meetings regularly and do not have a vote.

## Strategic Plan

The board developed a strategic plan for 2021-2026 that has 4 pillars: Sustainability, Program, Facilities, and Community. The strategic plan is reviewed and updated twice a year. All board goals are focused on one of the pillars and reported on annually at the school State of the Union. The board will begin on the next Strategic Plan once the next Head of School is familiar with the operation of the school.

### Strategic Priorities 2021-2026

#### Sustainability

Build a robust, sustainable financial base for NSFS

#### Program

Continue to develop signature bilingual academic programs, and recruit and retain highly engaged, internationally minded leadership, faculty, and staff

#### Facilities

Ensure a stable location that enables NSFS to grow.

#### Community

Nurture the school’s strong family volunteer program, and increase opportunities to gather as a community.







## Future Leadership of the School

The Board of Trustees of the North Seattle French School (NSFS) seeks a dynamic, compassionate educational leader who fully embraces the school's inspiring mission and core values. This leader will have a global mindset and the capacity and initiative to work collaboratively to grow the school and nurture the educational experience while enabling the community to realize its vision for the school.

Joan Beauregard of Educators Collaborative is guiding this search to identify and recruit the next Head of North Seattle French School. Based on impressions, as well as input from the Search Committee, the following represents a summary of NSFS' strengths, challenges and opportunities, and the desired qualities and skills of the next Head of School.

### Strengths of the School

- Parents and educators who appreciate a school that cultivates a community of globally minded independent thinkers through bilingual education.
- Small class sizes where teachers get to see, hear, and know each student.
- Happy, kind students who are positive and accepting of each other.
- An engaged Board of Trustees focused on the job of supporting the Head of School and the team of educators in leading and managing the operations of the school.
- A well-maintained facility with large, bright classrooms that provide a safe environment for the learning experience of the students.
- A school, young in age, that has successfully transitioned from the "founder's years" to the next stage of institutional development.
- A school committed to "continuous improvement" deserving of praise for having met the Northwest Association of Independent Schools standards to move to candidacy to become an accredited member.
- Trustees, administrators, faculty, and staff committed to attaining accreditation through the French Ministry of Education. Having completed the application and successfully hosting the site visit with the French Inspector General the report is projected to arrive this summer.

## Opportunities for the next Head of School

- Communicate to the greater Seattle area the exceptional value of the North Seattle French School bilingual education program.
- Develop strategies and formulate proven marketing approaches to optimize enrollment.
- Provide leadership to advancement and fundraising efforts.
- Grow the School's financial base to ensure its continuing ability to recruit and retain highly engaged, internationally minded leadership, faculty and staff capable of implementing the NSFS program.
- Continue to develop and expand opportunities for non-tuition-based revenue through extracurricular programming and community services.
- Maintain and expand a strong family volunteer program in which parents/caregivers feel appreciated and integral to NSFS' success.
- Support the efforts to continue to move through the NWAIS accreditation process.
- Support the efforts to continue working on the harmonization of the French and English Curriculum, including enrichment classes such as music and art.

## Attributes – North Seattle French School's next leader will ideally:

- Have an outgoing and warm personality with a genuine desire to engage with educators and families who represent a wide variety of Francophone cultures around the world.
- Be authentic in articulating the mission of NSFS and its value proposition.
- Be a culturally competent educational leader who enjoys working in a diverse and inclusive community representing multiple nationalities.
- Have the skills, patience, and dedication to devote energy and time to grow the school's recognition and position in the world of "Bilingual Schools – French and English."
- Have proven experience with the business aspect of running a school: bolstering enrollment efforts, raising awareness through marketing/messaging, increasing financial support, and possessing the ability to provide oversight of the school's finances.
- Have the following personal attributes and professional competence: clear and effective communicator, both in writing and speech, approachable, nurturing, visible presence, fair-minded with the confidence and strength to make difficult decisions.
- Have the ability to lead and expand the school's learning support program to serve students of all learning styles and abilities, including neurodiverse students.
- Be flexible and ready to step into many roles considering the size of the school.

## Qualifications

- MA degree or an equivalent advanced degree
- At least five years' experience as an education leader with demonstrated leadership and management experience
- Experience as an education leader in the American system
- Proficiency in French - preferred but not required

Application deadline: July 29, 2024





## Summary of the Search Process

Candidates interested in this position are asked to submit the following materials in a Single Merged Document:

- EC Candidate Summary Sheet (Contact Joan Beauregard for this document)
- Letter of Interest addressed to the Search Committee
- Current Resume
- Statement of Educational Philosophy
- A list of five or more references with contact information (name, relationship to candidate, phone and email addresses)
- Up to three letters of reference (optional)
- Educators Collaborative Disclosure Form (Contact Joan Beauregard for this document)

### Please address any inquiries or expressions of interest to:

Joan Beauregard, Partner, Educators' Collaborative, LLC

Email: [jbeauregard@educatorscollaborative.com](mailto:jbeauregard@educatorscollaborative.com)

Phone: (206) 851-6616

### Competitive Compensation

This is a full-time, salaried position, benefits-eligible contract. Based on qualifications and prior experience this position offers a salary range between \$120,000 and \$140,000 annually. The benefits package includes health, dental, and vision insurance, paid time off, paid holidays, professional development support and a matching contribution to a 403(b) retirement plan.

### Nondiscrimination Policy

*North Seattle French School strives to provide all teachers and staff in their community with an environment in which they feel welcome, respected, heard, and represented, regardless of their appearance, gender, race, sexuality, cultural background, socio-economic status, faith, ability, or identities.*



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