

DIRECTOR OF DEIB & COMMUNITY ENGAGEMENT SEARCH

LA SCUOLA INTERNATIONAL SCHOOL
San Francisco, California
lascuolasf.org

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Inspire brave learners to shape the future.

At a Glance



Established
2002



Enrollment
403



Financial aid awarded
\$2.5M



Campus size
2.2 acres



Students of color
34%



Total faculty
49



Faculty with advanced
degrees
35 or 60%

Languages spoken: 34

Zip codes represented: 39

Student/teacher ratio: Preschool 1:6 to 1:8;

Grades K-3 1:12; Grades 4-8 1:14 to 1:20

Faculty who identify as a person of color: 8%

Students receiving aid: 30%

Annual operating budget: \$16M



Overview

La Scuola is the first International Baccalaureate-PYP and MYP-authorized, Reggio Emilia inspired, Italian Immersion in the world! Founded in San Francisco in 2002 as La Piccola Scuola Italiana, La Scuola has grown from a small playgroup of Italian-American and Italian families to a thriving international and multicultural community of over 300 families/410 students from preschool through Grade 8.

The three campuses are joyful places where the learning is palpable and community vibrant. It is clear that the school culture revolves around relationships. The families come from a wide range of backgrounds from around the world and speak more than 34 different languages, and the breadth of that global community is the foundation of the school experience. With their willingness to seek multiple perspectives and see the world through a global lens, La Scuola students see beyond the boundaries of right and wrong to understand nuance, appreciate empathy, and lead towards a more open, connected world. The school offers best-in-class curricula that leverage all that is known globally about teaching, learning, and child development, including International Baccalaureate, Reggio Emilia, Singapore Math, Columbia Writer's Workshop, and the Pollyanna Racial Literacy Curriculum. Students are seen as individuals capable of asking challenging questions and doing and communicating their abilities and interests in extraordinary ways.

The faculty and staff are the heart of La Scuola, creating thoughtful and inspiring learning experiences for students every day. La Scuola attracts talented individuals from around the globe who are drawn to the unique blend of International Baccalaureate, Reggio Emilia, and Language Immersion philosophies and a warm and joyous environment. Together nearly half of their team (48%) holds advanced degrees in their area of specialization, and each contributes a distinct perspective to the student, family and collegial experience. Representing over 14 countries including Italy, Peru, Puerto Rico, Mexico, Syria, India, Brazil, Ghana, Albania, Chile, Brazil, Turkmenistan, and El Salvador, 45% of the staff is of international origin with over 17 languages spoken.



Opportunities and Challenges

As an International Baccalaureate Italian Immersion School, our diverse community helps our students think beyond their immediate environment and engage with the many different people of our increasingly globalized world. La Scuola commits to being innovative and open to the changes in education that will allow students to thrive in the 21st century. In addition, thanks to the close interaction with peers and teachers from all over the world, students are developing strong cross-cultural awareness and learn more than one language. The school is seeking a diversity, equity, inclusion and belonging practitioner and leader who will support the school community to continue to grow in this area and who will build on the strong local community connections that are already in place and be charged with developing new connections locally and globally.

The Director of Community Engagement serves on the school's Leadership Team, reports to the Head of School and the COO and is responsible for advancing the school's DEIB goals and mission internally and outward facing. The individual will focus on ensuring DEIB practices are held to the highest standards in teaching and learning and will develop programs and partnerships aligned with the school's mission and values. The Director will be a link and liaison between La Scuola and our greater local community, fostering and strengthening connections with the Mission neighborhood, the city, and beyond

Specifically, we are expecting this new leader to:

- Support a safe learning environment for all and attend to the emotional and developmental needs of each student;
- Further develop the intercultural sensitivity and humility of the school's faculty and staff;
- Continue to grow the school's sense of community by fostering open mindedness and mutual respect;
- Support teachers to have difficult conversations around DEIB topics with parents and students;
- Develop and promote DEIB and practices in support of ALL students at La Scuola;
- Create and maintain grade and Division level partnerships that enhance curriculum to support student learning across preschool – grade 8;



- Look for ways to open campus to the greater community and connect our teachers students and families with local facilities and programs;
- Run parent education series on DEIB topics for families preK-8.

Qualifications and Personal Attributes

- A steady demeanor and the ability to maintain professional equilibrium and stand strong when navigating the challenging work facing diversity practitioners in schools;
- An orientation to think, and act at both the strategic and operational levels and the ability to manage details and the larger picture;
- A globally minded, highly relational and communicative diversity, equity, inclusion, and belonging practitioner who is experienced and skilled in working with, supporting, and providing accountability for administrative colleagues, faculty, and staff, and has the gravitas, empathy and experience to work with parents and Board;
- A collaborative team builder, educator, and mentor who calls individuals into the work, supports their development, and deploys them aligned to their strengths, roles, and responsibilities;
- A deep appreciation for the development of young people and a deep desire to engage with students as a part of their work;
- A warm, positive, confident, and humble leader with energy, a sense of humor, and a commitment to community care and creating connection;
- Experience building partnerships with local community organizations and meaningful service learning experiences that will create a genuine and meaningful connection for students and families;
- Genuine interest in and respect for Italian language and culture;
- Interest in and expertise in coaching teachers in navigating sensitive issues and coaching through difficult conversations with students, colleagues and parents;

The following skills and experiences are strongly preferred:

- Previous experience in an international school or living/working outside of the US;
- Knowledge of Italian and/or Spanish;
- Bilingual Italian/English or Spanish/English or trilingual Italian/Spanish/English.

Learn More

Click on the links below to learn more about La Scuola International School.

[School Website](#)

[International Baccalaureate](#)

[School Values](#)

[High School Matriculation](#)

[Diversity, Equity, and Inclusion](#)

[About San Francisco, California](#)



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, Ed.D.

Senior Consultant

karen.neitzel@carneysandoe.com

Cathy Shelburne

Consultant

cathy.shelburne@carneysandoe.com

The full-time equivalent salary range for this position is \$120,000 - \$130,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.