

DIRECTOR OF IB CURRICULUM SEARCH

LYCÉE FRANÇAIS DE SAN FRANCISCO

San Francisco, California

lelycee.org

Start Date: August 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

MISSION, VISION AND VALUES

Our Vision

Cultivate the global thinkers and leaders of tomorrow.

Our Mission

To provide academic excellence through an authentically French and International education while prioritizing a caring environment and celebrating the diversity of our community.

Our Values

At Lycée, we strive to cultivate in our students a set of values relevant to their entire lives, both within and beyond the school environment. These values are intended to imbue their lives with meaning and to guide them toward fulfilling their full potential. We aim to instill four fundamental principles in our students: curiosity, respect, empathy, and excellence.

Our school values drive the meaningful and impactful work of Diversity, Equity, Inclusion and Belonging (DEIB), guiding us in creating an inclusive environment where every member of our community is not only acknowledged but also genuinely celebrated and respected.

AT A GLANCE



Established
1967



Enrollment
820



Financial aid awarded
\$2.6M



Campus size
1.5 acres



Nationalities represented in
the student body
50+



Total faculty
181



Nationalities represented
amongst teaching staff
25



Faculty with advanced degrees
58
(35 Masters - 6 PhDs -
17 CAPES)

Students of color: 20%
Languages spoken: 30
Faculty of color: 20%
Average class size: 12 to 23 students

Student-teacher ratio: 16:1
Students receiving aid: 16%
Endowment: \$7M
Annual operating budget: \$34M



OVERVIEW

The Lycée Français de San Francisco (The Lycée), an international school located on three campuses in the Bay Area, provides a rigorous, high quality, multilingual education to approximately 850 students from Preschool (Age 2) through High School. The Lycée truly serves an international community as families represent over fifty nationalities and speak more than 30 different languages. A proud member of the Agency for French Teaching Abroad (AEFE) network of 500 sister schools around the globe, Lycée Français de San Francisco is now an IB World School and part of this 5000+ network of Schools. From Preschool through High School, Lycée Français de San Francisco seeks to instill curiosity, respect, empathy, and excellence – four fundamental values that are relevant to students' lives in and outside of school. The Lycée's Preschool program focuses on socialization and inspiring students to question, create, and explore as they develop confidence and individuality. Students can then enter either the French Track that delivers the French national curriculum leading to the French Baccalaureate or started in 2024, the International Track (or iTrack), offering an outstanding French language acquisition curriculum leading to an International Baccalaureate diploma. Both the French Track and the International Track meet the requirements for a national US high school diploma. In July 2017, Head of School Emmanuel Texier joined Lycée Français de San Francisco, bringing energy and vision to create and implement a strategic plan that included the development of the International Track in response to changing demographics in the Bay Area.

Founded in 1967 by a group of parents and teachers, Lycée Français de San Francisco graduated its first senior class in 1977. Over the past forty-five years, the school has expanded to its current multi-campus plan. In 1986, the school added a North Bay campus that was moved in 2013 to the current Sausalito site, which houses a Primary program (Ages 2 – Grade 5). In 1996, the Lycée acquired its Ashbury campus, which originally served both the Primary and Secondary programs. As the school continued to grow, the Lycée added the Ortega campus in 2005 and moved the Secondary program (grades 6-12) to this location.

The Director of IB Curriculum, who also serves as the official IB Coordinator for both the Middle Years Programme (MYP) and the Diploma Programme (DP), provides strategic and instructional leadership to ensure the continued excellence of the school's IB programs. With both MYP and DP accredited, this role focuses on sustaining program quality, supporting faculty, promoting the International Track, and ensuring the curriculum evolves with global best practices. The Director will also guide the potential implementation of the Primary Years Programme (PYP), positioning the school toward a full IB continuum.



OPPORTUNITIES AND CHALLENGES

- Build upon a strong foundation and momentum.
- Bridge two distinguished educational traditions by serving as the vital connector between Lycée's prestigious French curriculum and the internationally recognized IB curriculum.
- Collaborate with school leadership on high-profile external recruitment efforts, including enrollment fairs and community presentations.
- Lead and leverage continuous professional learning and growth with robust institutional support.
- Foster IB program growth and continuous improvement in an increasingly competitive Bay Area market.
- Navigate organizational change and build faculty trust.

KEY RESPONSIBILITIES

- Serve as the official IB Coordinator for MYP and DP, ensuring compliance with IB standards and successful evaluation cycles.
- Lead curriculum development, instruction, and assessment across MYP and DP, integrating innovation and inquiry-based practices.
- Support and mentor faculty through training, collaborative planning, and classroom observations.
- Promote the IB programs internally and externally, supporting admissions and community engagement.
- Explore and prepare for the potential launch of the PYP, aligning programs toward the IB continuum.
- Contribute to teacher recruitment, evaluation, and professional development.
- Teach a limited number of classes if required and actively participate in school life.



QUALIFICATIONS AND PERSONAL ATTRIBUTES

- Bachelor's degree in Education or related field (Master's preferred).
- Significant IB experience, including as MYP/DP Coordinator or equivalent leadership role.
- Deep knowledge of IB philosophy, Learner Profile, assessment, and approaches to teaching and learning. Understanding of the French education system is highly desirable.
- Strong leadership, organizational, and communication skills.
- Commitment to global citizenship, intercultural learning, and inclusive education.
- A forward-thinking educator who thrives on collaboration, innovation, and continuous improvement. This role suits someone eager to shape a robust and dynamic IB continuum, nurturing both academic excellence and holistic development for students. The successful candidate will be passionate about promoting international-mindedness and guiding the school toward becoming a beacon of IB best practices.
- Diplomatic, enthusiastic, and confident, the ideal candidate brings a positive outlook and embraces the opportunity to engage deeply with the IB's well-established curriculum framework. A natural community builder, they are team-oriented, yet equally capable of working independently with initiative and clarity.
- IB Educator Network (IBEN) would be a plus.
- Knowledge of French is preferred, but not required.

LEARN MORE

Click on the links below to learn more about Lycée Français de San Francisco.

[School Website](#)

[College Matriculation](#)

[Bilingual Education](#)

[About San Francisco, California](#)

[Diversity and Inclusion](#)



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:

Cathy Shelburne

Consultant and Executive Coach

cathy.shelburne@carneysandoe.com

The full-time equivalent salary range for this position is \$100,000-130,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.