



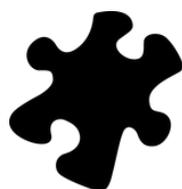
## HEAD OF SCHOOL

Start Date: July 2026

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### L'École – French International School of Raleigh

Raleigh, North Carolina | [lecole-fisr.org](http://lecole-fisr.org)



**Carney  
Sandoe**  
& ASSOCIATES

# VISION

L'école aims to become a local leader in French language teaching programs for all, and also as an all-day French-English bilingual school

## At a Glance



**Raleigh, NC**

location



**2009**

established



**Independent**

*bilingual preschool and elementary school*

school type



**Preschool (18 months) –**

**Grade 3** *adding a grade each year*

current grades



**~120**

total enrollment



**35** *students in Grades K–3*

elementary enrollment



**Carney  
Sandoe**  
& ASSOCIATES

# OVERVIEW

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L'école – French International School of Raleigh seeks a mission-driven and entrepreneurial educational leader to serve as its next Head of School. This leader will guide a young, vibrant, multicultural school community as it enters an important new chapter—honoring the legacy of its visionary founding director, who passed away in December 2025, while building on the many opportunities ahead.

Founded in 2009 as a half-day preschool, L'école has expanded into a full-day program. In 2021, it opened its elementary school. It now offers a French immersion preschool and bilingual elementary program through Grade 3, with plans to grow through Grade 5 and beyond. The school serves approximately 120 students and employs 22 full-time staff members.

At its heart, L'école is an exciting, joyful, and deeply relational community where students of approximately 30 nationalities learn together in a multilingual, multicultural environment rooted in French language and culture. The school's close-knit environment, passionate teachers, and engaged families foster an atmosphere where children are known, supported, and inspired to grow as globally minded learners.

The next Head of School will inherit a community united by gratitude for its founding leader and a shared determination to carry her vision forward. With thoughtful and dynamic leadership, the school is poised to energize its elementary program, build strong enrollment momentum, and chart a clear and confident long-term strategic course.



# OPPORTUNITIES AND CHALLENGES

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## Strengthening and Growing the Elementary School

While the preschool program enjoys strong demand and waiting lists, sustaining enrollment through the elementary grades represents the school's most immediate opportunity. The next Head of School will work closely with faculty, families, and the Board to clarify the academic program—particularly the English language component—and ensure that students thrive in the American educational environment.

## Strategic Direction

The school is currently focused on strengthening and stabilizing its preschool through Grade 5 program. The Head of School will engage with the Board in a thoughtful strategic planning process to help align the community around near-term goals and future aspirations, which include adding one grade level per year to grow with our current cohort and recruit new families, with the 10+ year vision of becoming a full pre-K through 12 institution.



## Building Institutional Systems and Processes

As a young, rapidly evolving school, L'école has grown through the passion and dedication of its founding leader and faculty. The next Head of School will help build stronger operational structures, policies, and academic consistency while preserving the school's warmth, flexibility, and entrepreneurial spirit.

## Enhancing Enrollment and Marketing

The school offers a distinctive educational experience—French language immersion combined with small classes and a global perspective—yet it remains relatively unknown in the broader Raleigh market. Strengthening marketing, brand awareness and outreach to the surrounding communities will be essential to sustaining and growing enrollment.

## Expanding Advancement and Community Partnerships

The school's founder was a gifted fundraiser with deep community relationships. Rebuilding and expanding those connections—while cultivating new philanthropic support—will help ensure long-term sustainability and support ambitious facilities and program growth.

## Supporting Faculty and Strengthening School Culture

L'école's teachers are deeply committed to the school's mission and students. They are grateful for the school's focus on professional development and mentorship, which fosters the growth of its educators. The next Head of School will nurture this culture of growth while providing strong leadership and professional support.



**30**

number of countries represented



**22**

*full-time staff members*  
employees



**7**

number of countries represented  
by staff



*French immersion preschool;  
bilingual elementary program*  
languages



*Rented facility; expansion  
space available through  
adjacent church partnership;  
campus very large exterior play spaces*

# QUALIFICATIONS AND PERSONAL ATTRIBUTES

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The Board seeks an experienced and mission-aligned leader who combines educational vision with entrepreneurial energy. The most compelling candidates will offer many of the following qualities:



## Educational Leadership

- Experience leading or working within an independent school or international/bilingual school environment
- Strong understanding of early childhood and elementary education
- Deep understanding of French and American pedagogies and of the French national curriculum (or the ability to engage credibly with it)

## Community Leadership

- Exceptional interpersonal and communication skills
- Ability to build trust among faculty, parents, and Board members
- Skilled in navigating complex community dynamics

## Strategic and Operational Leadership

- Experience building institutional systems, processes, and organizational structures
- Demonstrated success in enrollment management, marketing, or school growth
- Strong financial and operational management skills

## Personal Qualities

- Deep alignment with the school's mission and international, multicultural outlook
- Empathy, social awareness, and emotional intelligence
- Courage to make clear decisions while maintaining a collaborative leadership style
- Entrepreneurial spirit and resilience

**Fluency in French and English (oral and written) and authorization to work in the United States required.**

# LEARN MORE

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- [School Website](#)

## About Raleigh

Raleigh, North Carolina, has been named “America’s Best City,” by multiple publications. Because of its large number of colleges, libraries, performing arts venues, and professional sports teams, it is a city with wonderful cultural offerings. With its high income and low poverty, unemployment, and crime, Raleigh is a great place to live and raise a family.

Raleigh is the state capital of North Carolina and the largest city in the area called the Research Triangle. In the greater Raleigh area are several top institutions of higher learning including North Carolina State University, Duke University, and The University of North Carolina at Chapel Hill. The city has over 850 restaurants and 51 museums, as well as a thriving social scene, good schools, and 12,512 park acres. Nights and weekends offer concerts, opera, the NHL’s Carolina Hurricanes, college sports, and the 30,000-square-foot State Farmers Market.

Raleigh occupies 144 square miles. Its population, now over 500,000, has grown by over 66% since 2000. Its unemployment rate (about 3%) is lower than the national average, while its cost of living is comparable to the national average.





## TO APPLY

Candidates interested in learning more about this opportunity should submit a cover letter, résumé, and five references\* to:

### JAMIE ESTES

Consultant

[jamie.estes@carneysandoe.com](mailto:jamie.estes@carneysandoe.com)

### EVELYNE ESTEY

Senior Consultant

[evelyne.estey@carneysandoe.com](mailto:evelyne.estey@carneysandoe.com)

*\*References will not be conducted until the finalist stage. All inquiries will be handled with confidentiality and care.*



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