



LAKESIDE
S C H O O L

HEAD OF SCHOOL

Start Date: July 2027

Lakeside School

Seattle, Washington | lakesideschool.org



**Carney
Sandoe**
& ASSOCIATES

carneysandoe.com

MISSION

The mission of Lakeside School is to develop in intellectually capable young people the creative minds, healthy bodies, and ethical spirits needed to contribute wisdom, compassion, and leadership to a global society.

We provide a rigorous and dynamic academic program through which effective educators lead students to take responsibility for learning.

We are committed to sustaining a school in which individuals representing diverse cultures and experiences instruct one another in the meaning and value of community and in the joy and importance of lifelong learning.

At a Glance



1919
established



891
total enrollment



119
(229 employees)

total faculty



76%

faculty with
advanced degrees



7:1

student-faculty ratio



OVERVIEW

Founded more than a century ago, Lakeside is guided by a belief that education should cultivate both knowledge and character. As a national leader in independent education, Lakeside serves 890 students in grades 5-12. A Lakeside education encompasses every aspect of a student's experience, both within and beyond the walls of the classroom. Lakeside educators design innovative, experiential, and immersive educational experiences that center students' agency and creativity. These experiences nurture students' desire and will to explore and discover their passions and purpose, whether those are discipline-specific or broadly interdisciplinary. Adults at the school tirelessly pursue new ways to support students' educational growth and their social and emotional needs.

With a foundation based on the values of trust and respect, and a history of embracing new ideas, Lakeside remains a place where reflection and collaboration drive improvement. Above all, the school maintains a clear focus on supporting students as they grow into capable, principled, and engaged members of society.

The next Head of School will join a community that is energized by a shared sense of purpose and a long tradition of thoughtful experimentation, exploration, and innovation. Lakeside has spent more than five decades intentionally advancing work around community, equity, and belonging, striving to create an environment where every individual feels respected, supported, and empowered to contribute - through service, collaboration, and engagement - to better understand their role in addressing challenges within their communities and beyond.

Lakeside seeks a Head of School who is intellectually curious, collaborative, and deeply committed to students. The next leader will guide and unite a vibrant academic community, inspire thoughtful dialogue about the future of education, and strengthen a culture that values curiosity, inclusion, and continuous growth. The successful candidate will balance strategic vision, operational effectiveness, clarity in communication and decision-making, and authentic connection with Lakeside students, faculty, staff, parents, and alums to ensure educational excellence for the students Lakeside serves.





NOTABLE ASPECTS OF LAKESIDE

Community

Lakeside's greatest strength is its community.

- **Students** are scholars, athletes, artists, musicians, writers, activists, innovators, volunteers, and more. They are curious, community-minded, self-motivated and engaged.
- Lakeside **faculty, staff, and administrators** have outstanding experience and credentials in their fields, and a passion for educating young people. Across all areas of the school, they hold a deep belief in the power of education to make the world a better place.
- **Parents and guardians** are supportive, informed, and committed to their kids' education and development. From volunteering for the Parents and Guardians Association to attending community events to participating in fundraising, they show up.
- **Alums** are lifelong learners who are vibrant, successful, and connected. They work in every field imaginable and are committed to making positive change in their communities. Friendships and deep relationships forged at Lakeside become a web of support that continues for Lakesiders throughout their lives.

The diversity of the Lakeside community is part of its strength. Students come to Lakeside from 256 schools around the region, and more than half of Lakeside students come from public schools. Over 30% of families receive financial aid. The student body is racially diverse: Students self-identify their primary race/ethnicity as the following: 32% Asian - Asian/American; 28% European American / White; 19% multiracial; 11% African / African American / Black; 4% Latino / Hispanic; and 1% Middle Eastern American. The school hosts thriving student and parent/guardian affinity and alliance groups organized around race, religion, gender, sexual orientation, ethnicity, and ability.



An institution-wide commitment to educational excellence: Fueled by a culture that places a high value on best practices in pedagogy and scholarship, Lakeside’s curriculum is constantly evolving. Educators design dynamic learning experiences that center students’ agency and creativity, and nurture their desire to explore their passions, whether those are discipline-specific or broadly interdisciplinary. A focus on [competencies and mindsets](#) prepares students for success in their future educational goals and their personal and professional lives.

- Lakeside’s longstanding commitment to immersive, hands-on education is felt most strongly in its [Experiential Education program](#), encompassing its Outdoor Program, Global Service Learning (GSL) Program, and Service Learning Program. Every 8th grader participates in a required GSL experience while Upper School students apply to multi-week GSL experiences in the summer or part of a yearlong academic class.
- Lakeside Athletics’ mission of broad-based participation, coaching excellence, and pride in athletics’ success has led to one of the most [well-rounded athletics programs in the state](#). In 2025, the school won its second Washington Interscholastic Activities Association (WIAA) Scholastic Cup for athletic and academic performance.
- A robust professional development program for faculty and staff provides significant financial support for both professional and personal growth. Mentoring and a well-crafted evaluation system support teachers at all stages of their careers.

Support for families: Lakeside has been a trendsetter in actively supporting and partnering with families.

- At Lakeside, access is an institutional priority. Over 30% of Lakeside families receive financial aid each year, bringing tuition from \$52,000 to an average of \$11,722. Financial assistance extends beyond tuition and covers additional school-related costs including, but not limited to, food, books, bus, laptop, and field trips.
- Lakeside’s student and family support program is designed with the knowledge that adolescent years are challenging — for youth and their families. Lakeside has a robust student support team, including administrators, learning resources specialists, mental health counselors, family support, athletics trainers, and nurses.
- Lakeside’s Human Development and Health department offers monthly webinars for parents and guardians to learn about topics related to adolescent development and health. A goal is to alleviate parents’ and guardians’ feelings of isolation, offer parenting support and education, and provide opportunities for parents and guardians to learn about topics that their students are studying.



Community-focused summer programming: Lakeside’s summer programs serve students from around the region, advancing equity in education and providing valuable learning and service opportunities for kids.

- Since the 1960s, the Lakeside Educational Enrichment Program (LEEP) has built students' confidence, nurtured excitement about school and learning, and prepared students for the next steps in their academic journey. Today, this free four-week summer program serves approximately 100 public school students each year.
- Summer at Lakeside offers high school academic courses, a middle school camp, and athletics camps that serve over 850 students a year from public and private schools around the region. Roughly 45% of incoming 9th graders take a class through this program, making it a core element of Lakeside’s academic program. The program also serves as a way to incubate new ideas and classes, like the Lakeside Summer Institute in which students learn from experts in a particular field of study, gaining real-world skills.

New strategic plan: In December 2024, Lakeside launched Hope in Action, reaffirming the school’s foundation and pointing the school forward in a changing world. The plan affirms an enduring truth: at Lakeside, education is more than academic instruction - it is the cultivation of a community that inspires, empowers, and motivates students and educators to make the world better.

- In spring 2026, a highlight of the strategic plan came to fruition: the T.J. Vassar '68 Center for the Sciences and Humanities, the Upper School’s first new academic building in over 40 years, opened for classes.
- With the addition of a community safety program and nursing team, Lakeside’s approach to health and safety has made significant advances, moving the school toward best practices.
- In summer 2026, the school will commence with a significant renovation of Allen-Gates Hall, including new engineering and design labs and fabrication spaces, a robotics lab, expanded community space, and renovated humanities classrooms.
- Deepening educational excellence, a central pillar of the strategic plan, focuses resources on immersive and experiential learning; teaching and learning with generative AI; and cultivating student innovation, flexibility, and choice.

OPPORTUNITIES AND CHALLENGES

The next Head of School, in collaboration with a supportive and collegial Board, will boldly lead the Lakeside community to:

Advance a compelling vision for Lakeside's next chapter

Lakeside is a school of extraordinary strengths - intellectual rigor, deep student-faculty relationships, and a values-driven community. With Hope in Action, the school's recently launched strategic plan, the next head of school will articulate and implement a clear and inspiring path forward while building upon Lakeside's foundational strengths to lead in a rapidly evolving educational landscape and to ensure educational excellence.

Sustain excellence while deepening a joyful, student-centered experience

Lakeside's program is both challenging and deeply supportive, producing engaged and capable students. The next head will continue to champion educational excellence while reinforcing a culture of curiosity, creativity, and balance - making certain that students experience both high expectations and a genuine love of learning.



Strengthen a cohesive, connected, “one school” community

Lakeside’s people are its greatest asset, and there is a meaningful opportunity to further connect the school’s many strengths across divisions and functions. The next head will foster alignment, collaboration, and shared purpose—strengthening Lakeside as a unified community.

Champion Lakeside’s enduring commitment to community, equity, and belonging

Lakeside’s commitment to community, equity, and belonging is longstanding and central to its identity. The next head will continue to lead this work with clarity and authenticity, elevating these values meaningfully across all aspects of school life.

Lead the next phase of institutional investment and stewardship

With a strong financial foundation, Lakeside is well positioned for thoughtful growth. The next head will partner with the Board and leadership team to advance key priorities in the strategic plan, including enhancement of facilities, systems, and philanthropy initiatives, securing the school’s long-term strength and sustainability.

Build on a culture of innovation and leadership in independent school education

Lakeside has a proud history of thoughtful innovation - from experiential learning to emerging work in AI and technology. The next head will build on this legacy, encouraging continued creativity in teaching and learning and making sure Lakeside remains a leader in shaping the future of education.



\$11.2M

financial aid awarded



30%

students receiving aid



\$345M

endowment



\$48.5M

annual operating budget



34 acres

campus size

QUALITIES AND MINDSET



- **An inspiring, values-driven leader** - The next head of school will bring clarity of purpose and a deep commitment to Lakeside's mission - leading with courage and integrity, a steady sense of direction, sound judgment and inspiration.
- **A visible and relational community builder** - Lakeside seeks a leader who is joyfully present and engaged in the life of the school - someone who builds trust, communicates openly, and forms meaningful connections with students, faculty, staff, families, donors, and alums.
- **An educator with intellectual depth and curiosity** - The ideal candidate will have a deep appreciation for teaching and learning, and a genuine curiosity about how education continues to evolve. They will be energized by ideas, spur innovation, and commit to educational excellence in its broadest sense.
- **A strategic and decisive leader** - The next head will be both thoughtful and action-oriented - able to set clear priorities, make informed decisions, and follow through effectively in service of the school's current needs and long-term goals.
- **A leader who can balance excellence, well-being, and purpose** - Lakeside seeks a leader who understands the complexity of modern independent schools and can thoughtfully navigate the intersection of academic rigor, student well-being, and a values-based educational experience while leading discernment around the definition of student success today and into the future.
- **An experienced institutional leader** - The successful candidate will bring demonstrated leadership experience, including the ability to manage complex organizations, support talented teams, and partner effectively with a Board in advancing strategic priorities.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Mission and Values](#)
- [Diversity, Equity, Inclusion, and Belonging](#)
- [Strategic Plan](#)
- [School Profile](#)
- [About Seattle, Washington](#)





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:

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The full-time compensation range for this position is \$600,000-\$800,000. The starting compensation is based upon, but not limited to, several factors which include years of experience, education background, and expertise.



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