



LAKESIDE
S C H O O L

ASSISTANT HEAD OF SCHOOL/ UPPER SCHOOL DIRECTOR

Start Date: July 2027

Lakeside School

Seattle, Washington | lakesideschool.org



**Carney
Sandoe**
& ASSOCIATES

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



899
total enrollment



595
Upper School enrollment



119
(229 employees)
total faculty



76%
faculty with
advanced degrees



7:1
student-faculty ratio



OVERVIEW

Lakeside School merges a commitment to educational excellence with the belief that learning in community is joyful, and that through deep engagement with every aspect of its programs, motivated students will graduate, ready to be agents of positive change in the world. As a national leader in independent education, Lakeside serves 899 students in grades 5-12, almost 600 of whom are in its Upper School. 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.

Lakeside is in the midst of a new and exciting era in the school's history. Ryan Boccuzzi, who served as Lakeside's Assistant Head of School/Upper School Director for four years, was named Lakeside's new Head of School last spring. An Interim Upper School Director will steward the division through the current academic year. The school seeks a dynamic and experienced school leader to advance the division in alignment with the school's strategic agenda and well-established and inclusive culture.





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.



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 an educational leader 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.



A community of belonging: Through courage and connection, Lakeside students and adults actively work to make the school a place of belonging: where every person is seen, valued, and empowered to thrive.

- A commitment to equity and inclusion is a foundational aspect of Lakeside School and its strategic plan, launched in 2024.
- The newly launched Upper School class deans system is designed to promote belonging, personal and community health, and well-being.
- Lakeside hosts thriving student and parent/guardian affinity and alliance groups organized around race, religion, gender, sexual orientation, ethnicity, and ability.

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.
- The school is midway through 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

Key opportunities and challenges for the Assistant Head of School/Upper School Director:

Balance academic excellence with a joyful, student-centered experience

Lakeside's academic program delivers a rich, engaging, and ultimately transformative student experience. Teachers delight in working with talented and motivated students, and students feel seen, understood, supported, and appropriately challenged. At the same time, there is concern that a pervasive culture of achievement can dampen creativity, spontaneity, and a lifelong joy in learning. The next Assistant Head of School/Upper School Director 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. This leader will continue to shape a new class dean structure, ensuring that all students are meaningfully supported throughout their Lakeside Upper School journey, and lead an examination of the academic schedule, working to empower an optimal teaching and learning environment for the division's students and professional community.

Build on a culture of innovation

Lakeside has a proud history of thoughtful innovation - from experiential learning to emerging work in AI and technology. The next division head will embrace curiosity and innovation and find joy and satisfaction in leading a faculty who enjoy genuine autonomy to refine the art of teaching, design new courses, and experiment. The division prides itself on not marching in lockstep — building experiential learning into the regular school day and seeking real-world relevance in the curriculum. Prompting generative dialogue on what and how to teach as well as what and how to assess, the division head will help shape the vision for the experiences that will allow Lakeside students to fully realize their potential.



Manage the growth of the division

Over the past 20 years, Lakeside has slowly grown its enrollment in response to enormous demand for a Lakeside School education. As part of the Rooted & Rising initiative, the division will grow by 10% over the next few years. As the division grows, the Assistant Head of School/Upper School Director will anticipate the corresponding ways in which the division will need to evolve and change to meet the needs of its larger student population. This will include its use of new and evolved academic spaces, the hiring and onboarding of new members of the professional community, and the maintenance of the division's culture, which is built on the foundation of the faculty's deep knowledge of its students as humans and learners.

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 Assistant Head of School/Upper School Director, collaborating with Lakeside's Director of Community, Equity, and Belonging, will guide this work with clarity and authenticity, elevating these values meaningfully across all aspects of the division by leading with strong cultural competencies, and ensuring the division's long-term initiatives and daily work align with the Lakeside's commitments and values.

Develop adult leaders

Lakeside's faculty and staff are world-class educators committed to lifelong learning and personal and professional development. Lakeside recently introduced a class dean system in the Upper School, and as this new structure develops, there will be opportunities to further strengthen and refine these roles. A rotating department chairs system has been in place for many years and presents an additional opportunity to grow leadership capacity among the faculty, strengthen distributive leadership, and clarify the agency of those who shape critical aspects of school culture.

Advance "one school" identity

The Assistant Head of School/Upper School Director will supervise departments that span both divisions, will work closely with a collaborative leadership team on issues that touch all aspects of school life, from curriculum to employee policies, and will give special attention to strengthening the connection between the Upper School and the Middle School. The leadership team shares a strong work ethic, respect for a plurality of voices and experiences, a culture of honest discourse, care and respect for one another, and a desire to continually improve every aspect of the school. The Assistant Head of School/Upper School Director will be comfortable asking questions and seeking support while working with the leadership team on long-term strategic goals.



\$11.2M

financial aid
awarded



30%

students receiving
aid



\$355M

endowment



\$52M

annual operating
budget



34 acres

campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES



Professional Qualifications:

- A deep understanding of and appreciation for the joys and compelling qualities of a multidivisional school and, ideally, experience serving as a division director;
- Alignment with a progressively influenced school that emphasizes student and teacher independence, voice, and personal agency;
- The ability to advance strategic initiatives and manage the operations of a large division in ways that center the needs of the division's constituencies while working collaboratively with other divisional and all school leaders;
- Significant classroom experience and a continued commitment to teaching, serving as an advisor, or some other form of direct work with students as a part of their leadership practice;
- Skillful management of and experience leading the recruitment, hiring, onboarding, retention, and evaluation of professional educators;
- Well developed cultural competency skills and a demonstrated commitment to equitable and inclusive practices;
- Strategic thinking and sound decision-making abilities;
- Exceptional executive function and delegation skills;
- Bachelor's degree required, advanced degree preferred.



Leadership Style and Personal Qualities

- A commitment to and skill for building strong relationships with students, parents, and faculty and staff and cultivating a healthy school culture;
- Superb communication skills across the written and verbal modes of communication required of an independent school divisional leader;
- A capacity to balance a school ethos that prioritizes the agency of the individual while recognizing the importance of school-wide coherence and community;
- A commitment to supporting innovative thinking and teacher practice;
- Earned confidence that is informed by self-awareness and the humility to model learning from one's mistakes;
- Courage to make difficult decisions, to prioritize accountability, and to uphold the highest standards of integrity;
- The ability to remain calm, flexible, and work effectively under pressure; and
- A joyful countenance and desire to actively engage with students, parents, faculty, and alumni and the willingness to prioritize presence and visibility.

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

Selected candidates may also be asked to provide:

- Writing samples specific to this search
- 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 WHITAKER

Senior Consultant

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CHRIS BOYLE

Consultant

chris.boyle@carneysandoe.com

The salary compensation range for this position is \$250,000-300,000. Generous benefits may include subsidized housing, and there is no personal income tax on wages or salaries in Washington State. 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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