



# Co-Ed Transition

Discovery Update for Riordan Community

# Preparing For A Historic Transition

Between late February and early March 2020, we engaged a change consultant to gather input from 32 leaders across the Riordan Community to inform our continued co-ed transition work—18 Leadership & Transition Team members, 8 Board of Trustee members, and 6 current parents. She asked everyone the same open-ended questions in order to understand our readiness for change. She looked at our collective understanding of the reason for change, identified strengths, potential threats, vision, priorities, and change roles. We learned a lot!

## **Below are the high level interview themes:**

- Clear agreement on the reason for going co-ed: declining enrollment trends, financial stability, and the sudden closure of Mercy
- Broad alignment on school strengths: diversity and inclusion, academic programs, camaraderie
- A shared desire and commitment to support a successful transition to co-ed
- Specific priorities identified around academics, student experience, facilities, financial management, and execution
- Fears around missing on execution, negative student experience, and financial stability
- Excitement and hope was centered on increased enrollment and financial health, professional development, and new energy and creativity
- While all individuals share a sense of responsibility for a successful transition, school leaders were identified as accountable for setting and stewarding the change

A detailed report was presented to Riordan's Transition Team and the Board of Trustees via Zoom meetings in April 2020. Lessons from interviews are informing the development of goals, success metrics, and execution planning.

*Read on for more insights into our discovery interviews!*



# 1. Why is Riordan going co-ed?

- Enrollment Trends
- Mercy HS Closure
- Financial Stability

*"It is a good time for us to expand our mission and fill a gap in the education market."*

*Leadership Team*

*"Riordan is going co-ed to ensure its long term viability."*

*Board of Trustees Member*

*"Long term survival of the school, necessary direction to remain competitive in San Francisco."*

*Current Parent*



## 2. What is special about Riordan today?

- Diversity and Inclusion
- Academic Programs
- Camaraderie

*"The sense of community throughout campus—a focus of the Characteristics of Marianist Education."*

*Board of Trustees Member*

*"We have a tight-knit, family-like community. We meet students where they are and empower them to be their best—which is different for each kid."*

*Leadership Team*

*"Riordan is special for giving boys, of all backgrounds an opportunity for a good academic and spiritual education."*

*Current Parent*



### 3. What do you want people to say in 2022?

*"Riordan is  
community  
focused."*

*"Enrollment is  
strong."*

*"Committed to  
constant  
improvement."*

*"Riordan has  
incredible  
programs."*

*"They did it!"*

*"Camaraderie  
between faculty  
and students."*

*"They followed  
through!"*

*"Remained a  
diverse city school  
with a lot of  
humility and heart."*

*"We should check  
out Riordan."*



# 4. What are the top priorities for next year?

Execute on change to academics, student experience, financial strength, facilities and establish goals, metrics, clear roles, ongoing internal and external communication.



## Leadership & Transition Team

*"Commit to a successful execution."*

*"Aligned goals and standards."*

*"Organized across all systems and programs."*

*"Ongoing communication of the plan and our progress toward the plan."*

## Board of Trustees

*"Strong fiscal management."*

*"Marketing"*

## Current Parents

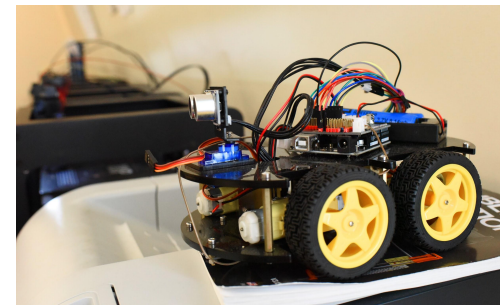
*"Listen and respond to the parental concerns about their children—both social and academic concerns."*

*"Retain community and culture."*



# 5. What are you most excited about going co-ed?

- Energy that comes with transformational change
- Professional Development
- Expanded enrollment and long term financial health



Leadership & Transition Team

*"A new spirit, a new sense of pride in Riordan."*

*"Change! The type of interactions that a co-ed school can generate is positive."*

Board of Trustees

*"Financial Health"*

*"Raising the academic bar."*

Current Parents

*"For young ladies to experience Marianist education and given the opportunity to become leaders in a co-ed environment."*

*"I think girls bring a great energy and a perspective that will benefit all."*



# 6. Who is responsible for making transition successful?

- Leadership
- Teachers
- Students
- Parents
- Everyone



**EVERYONE!**

Leadership & Transition Team

*"Stakeholders, everybody, including the kids."*

*"People in charge of people."*

Board of Trustees

*"President and Principal"*

*"Students embracing the transition as they are the frontline that the girls will encounter when they first walk into the campus."*

Current Parents

*"Everyone"*

*"The entire community."*





# 7. How can I support a successful execution?

- Student well-being
- Communication
- Marketing



## Leadership & Transition Team

*"Having open communication and getting people's opinions and thoughts."*

*"In whatever I'm responsible for—it's keeping in mind the girls and boys and their well being."*

## Board of Trustees

*"Be supportive of the school, financially and personally."*

*"It's all about spreading the good word of the positives at Riordan."*

## Current Parents

*"Make sure the new Parent Board represents the incoming students and they are getting 100% involvement and say in making it work."*

*"...stay an active and visible member of the Riordan community and volunteer my time to help the school."*

*"Continue to speak positively about the school and all it provides."*



# High Level Co-Ed Transition Goals

- **Expand and Adapt Academic Programs**

Adjust scheduling, teacher assignments, course creation / adaptation, and grading and assessment policies to meet the needs of current and incoming students.

- **Adapt and Expand Personnel**

Increase operational efficiency, optimize professional development, and hire key personnel to engender confidence and quality in teaching, counseling, and administration.

- **Update Riordan Facility Master Plan**

Establish a guide for facilities improvements and space adaptation for co-ed use—including auxiliary gym space and classroom improvement.

- **Ensure Financial Solvency and Fiscal Health**

Restore cash reserves while providing reasonable improvements to the programming and facilities.

- **Tell the Riordan Story—Past, Present, and Future**

Market and communicate our continued success efficiently and strategically to current stakeholders and future families.

- **Retain the Marianist Culture**

- **Expand Student Activities and Athletics**

Tailor offerings (house system, band, clubs, athletics, etc.) to include and involve both young men and women.



# Our Mission Remains The Same

Archbishop Riordan High School, an Archdiocesan Catholic High School in the Marianist tradition, prepares young men and women for leadership and lifelong success by providing education imbued with Catholic Marianist values of faith, community, inclusivity, service, and justice through its rigorous college preparatory curriculum.



# Join Us In Making This Historic Transition A Success!

- **Welcome** new members to our community!
- **Engage** in future community events and activities
- **Invest** in our future with a [financial gift of support](#)
- **Follow** us on [Facebook](#), [Instagram](#), and [Twitter](#)
- **Read** our student newspaper, [The Crusader](#)
- **Submit** questions and feedback about the co-ed transition using this [online form](#)

