

Archbishop Riordan High School

President

July 2022



Mission

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, house system, and co-curricular activities.



The Opportunity

Archbishop Riordan High School, a Catholic, college preparatory co-educational school in the Archdiocese of San Francisco, has announced a search for its next president, who will assume leadership in July 2022. Riordan's legacy spans more than 70 years of excellence in Catholic education, with a rich and rigorous academic curriculum, a wide range of extracurricular activities and an environment of support, compassion and mutual respect. From the classrooms to the hallways, to the performance stage and athletic venues, Riordan fosters camaraderie and an authentic sense of belonging for their young people. One of the most diverse schools in the area, Riordan is celebrating a renaissance of sorts, with a sense of excitement from positive enrollment trends to increased programming to the addition of young women in 2020. There is a strong "family spirit" that permeates throughout the campus, that is articulated by all stakeholders, from students to faculty to alumni.

Working collaboratively within the school community, the president will provide enthusiastic, mission-centered leadership to ensure strong academic and co-curricular programs permeated by the Catholic faith in the Marianist tradition. The school seeks an experienced individual who is a practicing Catholic, whose

inspirational leadership is student-centered and who will embody the mission and values of the school which are grounded in the spirituality of the Marianists.

The School's Heritage and Community

In 1849 members of the Society of Mary came to the United States and expanded their ministry in education. In 1949, Archbishop Riordan High School was founded as part of the Marianist Province of the United States which sponsors 18 other secondary schools and three universities. Originally founded as an all-boys high school, Riordan opened the campus to girls in the fall of 2020 when a local Catholic girls school, Mercy High School, announced its closing.

Archbishop Riordan High School is an Archdiocesan Catholic school in the Marianist tradition, which prepares students to love, learn and lead. Marianist schools aim to transform their communities by animating the Marianist charism, to be formed by Mary for the mission of Christ, through the Characteristics of Marianist Education:

- Educate for formation in faith
- Provide an integral, quality education
- Educate in family spirit
- Educate for service, justice and peace
- Educate for adaptation and change

Maintaining Marianist traditions at Riordan is of upmost importance as lay educators work hard to preserve their Marianist heritage and continue to enliven the charism in the school community. In



addition, the strong sense of community among the students, teachers and staff at Archbishop Riordan is palpable. The school is a genuine, openhearted and welcoming community where its Catholic identity is interwoven into the fabric of the school. There is a strong sense of inclusivity and the desire to treat each other well. Academics, spiritual growth and social-emotional well-being are equally important in student development. There is a true commitment to diversity in and respect for whom they serve. The entire school community – faculty, staff, students, parents and alumni – are enthusiastic and supportive of their mission.



Notable Programs at Archbishop Riordan High School

The school's mission is the anchor in developing young adults to enter an ever-changing world. There is a sense of humanity in how the students support and interact with one another. Riordan provides a Catholic and virtues-centered education with high academic standards to students of all abilities that prepares young women and men for college and for a world which expects much of them.

Riordan administrators, faculty and staff consider themselves Marianist educators who form both Catholic and non-Catholic students, encouraging them to deepen their personal faith and character development in academic classes, extra-curriculars, retreats, liturgies and in service. To that end, there are a myriad of opportunities for students to take leadership roles in Campus Ministry, from training for the Living in Faith Experience (LIFE), to planning and executing monthly service drives through the CORE Team, to being a part of the liturgy team. All students are encouraged to participate in grade-level retreat programs, which culminate with Kairos during senior year.

Academics at Riordan is rigorous and strives to engage the whole student with a strong foundation for learning and co-curriculars that support the educational experience. Instructional practices are tailored to the needs and interests of all students, with a focus on learning by doing in a skills-based, standards-based curriculum. Thirty AP and honors courses are offered—this includes a four-year honors engineering program, with a focus on computer engineering, fabrication and design, as well as the four-year biomed program, an innovative approach to learning that bridges science, ethics and human systems. In addition, students can take courses for college credit at San Francisco City College which is located across the street from the campus.

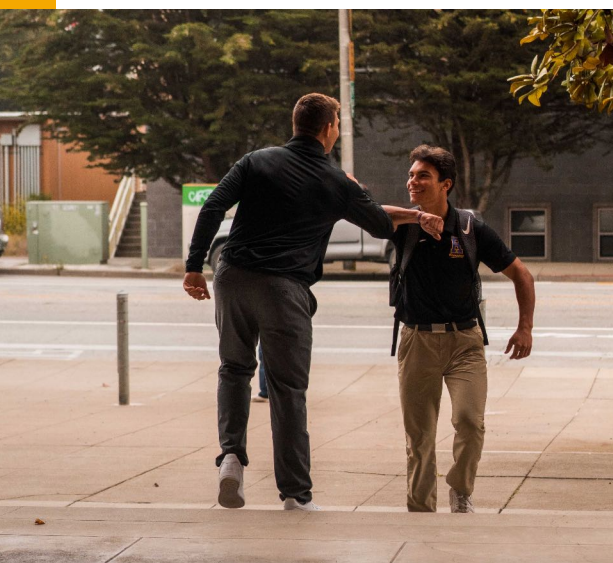
Riordan's Resource Specialist Program (RSP) serves those members of the student body who have need for extra support in their high school career. Since 1994, RSP has served students with diagnosed mild to moderate learning disabilities, helping them succeed in Riordan's rigorous college-prep curriculum and



prepare for academic careers beyond high school. For close to three decades, the program has been a national model for students with learning differences.



Co-curricular programs are a vital part in the students' school life. Athletics provide a rich tradition of teamwork, competition and championships and are a source of pride for the entire school community. The program stresses sportsmanship, self-discipline, commitment and self-confidence, as well as dealing with success and overcoming adversity. These lessons enrich a student's academic life while providing a foundation of character and integrity. Riordan fields 40 teams in 12 sports and is supported by a full-time strength and conditioning staff. In addition to team options, sports medicine and sports management programs enhance the overall athletics program.



Artists, musicians, singers and actors thrive in diverse visual and performing arts classes and clubs. Riordan celebrates the unique talents and interests that each student brings to the campus and offer a myriad of offerings to discover their passions. In addition to arts offerings in drawing, digital media, music, dance and acting, students can compete with the school's nationally renowned band, produce or direct the daily news show or write for the school newspaper. There is an opportunity for every student to get involved and explore their talents.

Community-building is a critical component of Riordan school life. To that end, the House System was launched in the 2017–18 school year. The House System creates community and school spirit through the core tenets of mentorship, leadership and competition. Each student is a member of one of four Houses through his or her time at Riordan. They meet weekly in large or small groups during "our time," compete throughout the year and grow as leaders.

Operations and Finance



Archbishop Riordan High School operates under the auspices of the Archdiocese of San Francisco, with the president reporting directly to the Superintendent of Catholic Schools. The lay teachers in the Archdiocesan High Schools of San Francisco are covered by a Collective bargaining Agreement. The CBA between the Archdiocese and the Secondary Teachers Association, Local 2240, American Federation of Teachers, AFL-CIO is negotiated every three years. The current contract is ratified through 2022.

Riordan has the benefit of a Board of Trustees. The purpose of the advisory Board of Trustees is to assist the president and ultimately the Superintendent of Catholic Schools, by providing strategic advice and counsel relative to school planning, facilities, finance, institutional advancement, and other areas of the school. Board subcommittees include:

- Finance
- Development
- Strategic Planning
- Marianist
- Marketing

The school is financially stable and has an overall annual budget of approximately \$22.5 million. Tuition, which comprises the majority of the school's revenue, is set at \$22,500 for the 2020-21 academic year. Financial aid and scholarships totaled approximately \$6 million for the 2020-21 school year. 65% percent of families receive need- or merit-based financial aid as well as scholarships. The average financial aid award is \$9,900.

Enrollment 2021-22: 986
(includes 39 boarding students;
46 international students)

Grade 9:	281
Grade 10:	270
Grade 11:	213
Grade 12:	222
33% female/66% male	

Average class size: 25
Percentage of students who are
Catholic: 63%

Student Diversity:
Black 6%
Asian 26%
Hispanic 23%
Multi-Racial 15%
Other 4%

Administration: 10
Faculty: 60
Staff: 40

Tuition: \$22,500

The Future: Key Areas of Focus for the Next President

The president is a visionary and strategic leader who is responsible for the overall operations of the school. The next president will maintain and model Archbishop Riordan High School's Catholic ethos, mission and traditions; advance the school's exceptional educational program; guide its dedicated faculty and staff; value and articulate the school's special qualities of a diverse and caring community to the broader community; and lead the school in the development of its key strategic priorities – foremost of which is the full integration of a co-educational institution.

Marianist Catholic Identity: The culture of Riordan is clearly informed by its core values and its belief that spirituality and academic excellence are the foundation for developing and preparing students to be successful. In this context, the next president must model Riordan's Marianist Catholic ethos and mission. The next president will be entrusted to maintain and enhance the Marianist Catholic identity of Riordan in all facets and articulate and promote its mission and vision. The new president must fully embrace and be committed to maintaining a community culture that honors the school's Marianist Catholic values, social justice and Catholic social teachings as its guideposts.

Vision for the Future: The Riordan community has worked diligently to ensure that the school continues to fulfill its mission as a Catholic institution that now serves young women and men. As noted, the addition of girls is relatively recent. While this transition has gone fairly smoothly, it is still a work in progress. Overall, there is a lot of positive momentum for Riordan. In this context, the new president, in collaboration with the school community and the Board of Trustees, will have the opportunity to continue to lead Riordan through



this transformation to ensure that it continues to remain rooted in its mission and foundation while working to realize its full potential in this new version of itself. This transformation will require continued adherence to its mission, a well-articulated vision, clear strategic priorities as well as appropriate systems and structures to ensure that the school lives up to its current potential.

Institutional Advancement: The president will be responsible for and take a leading role in a comprehensive institutional advancement program which includes fundraising and enrollment management as well as marketing and outreach. Specifically, this involves maintaining and enhancing meaningful relationships both internally and externally with all constituents (i.e. the Archdiocese, faculty, parents, students, alums, pastors, donors, etc.). The president must articulate and promote Riordan's vision of faith, commitment to educating young women and men and programmatic excellence. The next president will want to ensure that Riordan is accessible to all students who desire to attend, address Riordan's position in a competitive market, allow for a better understanding in the broader community of the value of a Riordan education and make sure that the school has the necessary resources to fulfill its vision and mission while maintaining its strong position in the San Francisco community.



Qualities Sought

The Archbishop Riordan High School search committee and community are interested in candidates who are individuals of faith and who can embrace, articulate and promote the school's Catholic identity as well as its dedication to faith, academic excellence and service. The president will be a visionary Catholic leader who is able to build upon a strong school faith community, with an eye towards where the school will be in the next 5-10 years. The successful candidate will embrace the Riordan community and be an energizing and inspirational individual who can delegate effectively while ensuring accountability. The candidates should have most, if not all of the following qualities:

- A faith-filled practicing Catholic committed to furthering the Catholic identity in an educational institution, with a

willingness to engage and work in strong collaboration with the Archdiocese to ensure that Archbishop Riordan is truly an outstanding Catholic secondary school.

- A knowledge of Catholic teaching as well as a current understanding of directions and issues in the Catholic Church, including pastoral, social and moral dimensions of church life and the role of Catholic education within the Church.
- A visionary who knows current trends in Catholic secondary education, with proven experience in enhancing strong academic and faith formation programs.
- The ability to work closely and comfortably with the Archbishop, Superintendent, Department of Catholic Schools and Board of Trustees in building a true partnership in Catholic school leadership
- A knowledge and understanding of an effective institutional advancement program, which includes fundraising and broader community involvement. The successful candidate must be comfortable asking for financial support and must have a commitment to developing a culture of philanthropy.
- A willingness to work closely and comfortably with the leadership team, faculty and staff, investing time in the people and delegating appropriately, to build a true partnership for the school.
- An understanding of organizational dynamics and systems to ensure strong collaboration with senior administration. In particular, the president must have knowledge of what constitutes an effective president-principal model.
- A commitment to diversity, multiculturalism and globalism. Have the desire and skill to work with a diverse community in a meaningful and genuine manner.
- Comfortable with being present, visible and making connections with all Riordan constituencies as well as the greater San Francisco community to enhance the school's image and reputation to attract students from local communities as well as to increase the level of financial support.
- An understanding of the fundamentals of business and the economics of running a school.



The successful candidate will bring creativity, innovation, initiative and optimism. They will possess a warm, approachable presence and a sense of humor. They invite and connect easily with parents, teachers and students and is adept at drawing from the collective wisdom of the community. The next president will have a commitment to collaboration and transparency that genuinely invites and respects the perspectives and views of others yet is decisive when required. The new leader will be energetic, confident, with strong emotional intelligence, and have a true love of and appreciation for the school's culture, its deep history and traditions.

Search Process

Archbishop Riordan High School has engaged the national executive search firm Educational Directions to assist with the search. The search committee plans to complete the search in the spring of 2022.

Candidates should submit all information as soon as possible, **but not before first speaking with one of the search professionals:**

Mathew Heersche, Ed.D. mheersche@edu-directions.com

Risa Oganessoff Heersche rheersche@edu-directions.com

Electronic submission of materials is required. **Please send materials in a consolidated pdf format.**

Candidates should submit the following documents:

- Cover letter explaining their interest and qualifications for the presidency at Archbishop Riordan High School
- Brief personal statement that includes the candidate's thoughts on leading Riordan
- Current resume
- Names, e-mail addresses and telephone numbers of five references to be contacted



