
PREP

SEATTLE'S JESUIT COLLEGE
PREPARATORY SCHOOL

SINCE 1891

Seattle Preparatory School
Catholic, Jesuit College Preparatory School
Co-educational 782 Students
Seattle, Washington

President
July 2023

Ad Majorem Dei Gloriam—For the Greater Glory of God



Mission

Seattle Prep is a Catholic, Jesuit, college preparatory school. We embrace the Ignatian ideals that God may be found in all things, that each person is sacred and that we are created to serve others in community. Our mission is to form discerning, transformational leaders who are intellectually competent, spiritually alive, open to growth, loving and committed to justice.

Seattle Prep values diversity as a pillar of its mission and identity and conveys the importance of diversity, equity and inclusion through its diversity mission statement which states, “Seattle Prep embraces diversity as a core characteristic of its Catholic, Jesuit identity. Prep recognizes the sanctity of each individual as one created in God’s image and values the many and varied ways God’s Spirit animates a vibrant, pluralistic Ignatian school culture.”

The Opportunity

The board of trustees at Seattle Preparatory School has opened a search for a president, whose term will begin July 2023. The president is hired by and is accountable to the school’s board of trustees and is missioned as Director of the Work by the Provincial of Jesuits West. Supported by a strong administrative leadership team, the president works in partnership with the administration, faculty, staff and families to carry out the mission of the school.

Located in the North Capitol Hill neighborhood of Seattle, the school is mission-centered and committed to its Ignatian identity. In embracing the notion of magis (the “more”) and cura personalis (care for the person), Seattle Prep focuses on each person, their sacredness, and challenges each to think bigger, act more boldly, inspire more and accomplish things which were not thought possible. Teachers and students are motivated by this Jesuit charism which is palpable throughout the campus. [‘Grad at Grad’](#)

Seattle Prep—Past and Present

Seattle College High School opened in 1891 with a student body of both boys and girls; by 1894, the school was boys only. As it is today, the focus of the Jesuit education was on liberal arts, philosophy, and social justice. In order to provide access to Jesuit education, Seattle College charged a modest \$15 per year in tuition, despite the fact that the costs far outstripped the charge. In 1898, the school was renamed Seattle College, although it remained a college preparatory school. In 1929, Seattle College separated from Seattle College High School and in 1933, the high school officially changed its name to Seattle Preparatory. Seattle College became Seattle University in 1948.

The next many decades brought much change to Seattle Prep including celebrating the first commencement of female students in the 1970s. Recent capital projects have been the Ohno Field at Montlake, Muglia Science Lab, Fr.





Paul Fitterer, SJ Community Ministry Center, Peyton Plaza, 1891 Terrace, Regina Melonson Learning Resource Center and the Lico Athletic Center. Currently, the school has broken ground on the multi-purpose Merlino Center that will provide new spaces for important programming in academic, co-curricular and athletic areas. [History](#)

Seattle Prep provides a complete and well-rounded education, accessible to families in the greater Seattle metropolitan area. Students come from 65 zip codes and over 100 middle schools in the area. They actively engage in the learning process and collaborate in a diverse environment. The school program encourages students to take risks, learn from mistakes, self-advocate and seek justice. The focus is on the formation of the whole student.

Seattle Prep offers a rigorous college preparatory curriculum in the Jesuit tradition. Students benefit from inspiration and mentorship from teachers, counselors and advisors. The hallmark of the curriculum is an interdisciplinary humanities course called Collegio, which incorporates English, history and theological themes. [Collegio](#). Collegio emphasizes critical thinking skills such as analysis, synthesis, application, and reflection. At Seattle Prep, classes are always evolving, combining the classics with modern perspectives. In addition to the strong, college preparatory program, Seattle Prep has added 20 new classes to its curriculum over the past six years in the arts, sciences and humanities, including many Advanced Placement (AP) offerings. [Academic Departments](#)



Students have access to innovative arts and technology programs as well as enrichment programs like computer science, robotics, journalism, and mock trial. Seattle Prep students experience success when entering the next level of their education, as 99% of Seattle Prep graduates are accepted to 4-year colleges and universities. In 2020, for example, 199 colleges and universities offered acceptance to Seattle Prep students.

As an Ignatian school, Seattle Prep is part of a global network of 845 elementary and high schools in the world and 82 in North America. “Finding God in All Things” is at the core of Seattle Prep as a Jesuit institution and the thriving four-year retreat program as well as the various service programs help students encounter God in themselves and in the faces of each other, every day in every way. Christian Service programming is centered on both service of the hands and the heart. [Faith and Service](#)

Seattle Prep lives out its commitment to diversity, equity and inclusion and ensuring that the school is a welcoming and inclusive space for all its students and community. The school strives to be at the forefront in these areas. Faculty staff and students engage in professional development and training such as Domain Five (from [Our Way of Proceeding](#)), Implicit Bias, Holding Courageous Conversations and The Ignatian 21 Day Racial Equity Challenge. Students also attend affinity-based summits and diversity conferences sponsored by the schools in the Jesuits West Province.

In addition to academics, over 80% of student body engaged in a co-curricular activity. There are over 50 activities for students to find their passion and feed their interests. Nearly 75% of students play on at least one of 44 athletic teams at Seattle Prep. With 187 athletic champions, there is a long tradition of athletic excellence that prizes character alongside competition. [Athletics](#)





Clubs play an important role in student life—they can play a witness or lawyer on their successful Mock Trial Team, write and perform a One Act play with friends interested in drama, learn about and advocate for global issues in the social justice clubs and participate on Pulse, their dance team that serves the community through the art of performance. No matter, growth happens at Seattle Prep, in victory and in defeat, in achieving and falling short, all with the support of a caring community. [Student Activities and Clubs](#)



Governance

Seattle Prep's board of trustees is comprised of 21 members including the Seattle Prep president, parents, alumni, past alumni parents, three Jesuits and other supporters of Seattle Prep. The trustees are strategic thinkers who have shown a tremendous dedication to the school's mission, core values and the continued growth and development of the school. The trustees recognize the critical importance of finding the right leader to guide the school into its next phase of development and will conduct a thorough, effective search for the president for Seattle Prep.



Seattle Prep--The Future

As Seattle Prep looks at its future, the school recognizes that the president—as Director of the Work for the Society of Jesus—is responsible for the Catholic, Jesuit identity of Seattle Prep and oversees all aspects of school operation. In collaboration with the board, school leadership and the faculty, the president will continue to preserve and advance the school's exceptional educational program; guide the Seattle Prep community as it looks to its future; value and articulate the school's special qualities of diversity and care to the broader community; and maintain and model its Catholic, Jesuit ethos, mission and traditions.



In this context, the next president must very intentionally promote, support, and model its **Catholic, Jesuit mission and identity**. To articulate and advance this mission, s/he must have a fundamental understanding of a Jesuit school as an apostolic instrument at the service of the mission of the Society of Jesus and of the Church. This understanding serves as the foundation and normative reference for all the president's planning and decision-making. The president must also be fully engaged in the life of the community by forging a close connection with faculty, students, their families, and alumni as well as the broader community. To help build these relationships, the president strives to embody the love of Jesus in all interactions to the best of her/his ability.

The president is responsible for the **institutional advancement** of Seattle Prep. In this context, the next president will have the opportunity to work intimately with the board to develop a strategic plan that will articulate what is next for Seattle Prep and guide its work to ensure excellence in all facets to be the leading Jesuit academic institution. Overall, Seattle Prep is operating from a position of strength and is blessed with a robust enrollment. Nevertheless, it is critical to remain attentive to the enrollment management program to ensure the ongoing success in attracting and retaining mission appropriate diverse students and families. Seattle Prep has been successful in its fundraising efforts and has a strong endowment. While it will have completed its most recent campaign, the new president will need to continue to focus on fundraising so the school can address such key areas as access and affordability; a comprehensive faculty compensation program which retains high quality faculty, as well as attracts new and diverse faculty, who will fully embrace Seattle Prep's mission; program needs; and continuing to identify and address ongoing facility needs to ensure that the school has the resources to deliver on its mission.

Seattle Prep is committed to creating a **diverse, equitable and inclusive** community. Guided by the ideals set forth in



Seattle Prep by the numbers for 2021-22:

Total Enrollment: 782

Freshmen: 210

Sophomores: 201

Juniors: 188

Seniors: 183

Percentage of Catholic students: 76%

Percentage students of color: 38%

Faculty: 78

90% of faculty have advanced degrees

Administrators: 5

Staff: 36

Tuition (2022-23): \$23,900

Percentage of students receiving financial aid: 23%

Financial aid and scholarships awarded:
\$2.9 million

Total revenue FY 2022: \$19.4 million

Endowment: \$35 million



its diversity vision statement, Seattle Prep has implemented a number of programs—implicit bias training, Caring Conversations, the 21-day Ignatian Equity Challenge, and grading for equity—and will continue to prioritize and incorporate practices that advance Seattle Prep as a community of inclusion. To that end, the president must fully embrace this commitment to DEI and continue to work to provide that Seattle Prep is a diverse, respectful and inclusive community. [Diversity, Equity and Inclusion](#)

Finally, there will be the opportunity for the next president to evaluate the overall **organizational structure** of Seattle Prep and determine the most effective model to best meet the organizational needs of the school and ensure best practices. In this context, there must be a clear understanding of an effective president/principal model and to ensure that the administrative team is empowered and supported. Also, given the recent transitions in the development office, attention will need to focus on the proper staffing of the office so that there is a highly effective institutional advancement office in place.

Qualities Sought

The board of trustees and the school community are interested in candidates who will embrace, articulate and promote Seattle Prep's Jesuit Catholic identity and its dedication to the Jesuit values of education (Magis, Cura Personalis, Finding God in all things, Reflection, Service rooted in justice and love, Solidarity and kinship, Discernment). The new leader will be a practicing Catholic, with an understanding of Jesuit charism, who will be focused on the school's mission with integrity and authenticity and be open to ongoing formation. The new president will be a strategic thinker who can build upon a school faith community, with demonstrated leadership experience in an education setting. He/she will balance the traditions at Seattle Prep with its forward-thinking approach. The president will be able to demonstrate executive leadership and management abilities, to build effective teams and to have an aptitude for and commitment to financial management and fundraising.

The successful candidate will be an energizing and inspirational individual with strong communication and community-building skills. The school will be best matched by a genuine and caring servant-leader with a pastoral, accessible style. This individual will embrace the school's culture and its commitment to diversity, both in the student body as well as in staffing, and mentor and encourage administration, faculty, and staff to build a culture of trust that supports individual growth.

The successful candidate will be someone who connects easily with parents, teachers, students, and alumni, is compassionate and empathetic, and able to draw from the collective wisdom of the community. This individual will balance decisive leadership with respectful collaboration and inclusivity. The new leader will have confidence, good critical thinking skills, and demonstrate—and act with—moral courage. For the community and especially the students, a sense of humor is



paramount. Finally, the new leader must have 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.

Search Process

Seattle Prep has engaged the national executive search firm, **Educational Directions**, to assist with the search. For more information about this opportunity and the search process, please contact:

Mathew Heersche, Ed.D. mheersche@edu-directions.com
and
Risa Oganessoff Heersche rheersche@edu-directions.com

Candidates should submit all information as soon as possible, **but not before first speaking with one of the search professionals**. Electronic submission of materials is required. **Please send materials in a consolidated pdf format**. Candidates must submit:

- Targeted cover letter explaining their interest and qualifications for the presidency at Seattle Prep
- Brief personal statement that includes the candidate's vision on leading Seattle Prep
- Current resume
- Names, e-mail addresses and telephone numbers of five professional references





