

Executive search for

PRESIDENT / HEAD OF SCHOOL

DeLaSalle High School • Minneapolis, Minnesota



Mission

We, a diverse community of teachers, learners, alumni, parents and supporters, comprise DeLaSalle High School. Our mission is to serve students and families who seek a high-quality, values-based academic preparation for life. We at DeLaSalle fulfill this mission, in part, by respecting and affirming our heritage as a Catholic high school in the Lasallian tradition.



DeLaSalle
High School



Catholic, Lasallian Education Since 1900

OVERVIEW

Established by the Archdiocese in 1900, and forged in the mission of Lasallian schools, DeLaSalle High School initially served a small, all-male majority student body from local neighborhoods. The school has evolved to become a vibrant, multi-cultural community of **700 students from Minneapolis, St. Paul and over 35 suburbs**, some living as far as 30 miles away. Highly regarded for its academic excellence and track record of college placement, its heritage as an urban, Catholic, and Lasallian high school, and its inclusive and welcoming environment, the school annually attracts more than enough interested families to fill 175-200 places in the ninth grade. The most racially, ethnically, and socio-economically diverse private high school in Minnesota, DeLaSalle provides more than \$3.2 million in need-based financial assistance to support 53% of its families.

Located on historic **Nicollet Island**, in the middle of the Mississippi River, and alongside downtown Minneapolis, DeLaSalle is the “Home of the Islanders.” On campus, there are three inter-connected classroom buildings, a separate residence/office building which houses both the Christian Brothers community and Advancement staff, as well as a soccer/football athletic field, parking lots, and green space. The school is creating an updated Facilities Master Plan to meet emerging needs, better support the learning environment for students and faculty in future years, and to further complement more than \$25 million of building updates and additions in the past two decades.

DeLaSalle students are committed to excellence. In the past decade, more than 90 students have been recognized as **National Merit Scholars**, and approximately one-third of the most recent graduating class earned an ACT composite score in the top 10% of the nation. From National History Day medalists to National Quiz Bowl finalists to National Art Honor Society winners, students shine across many disciplines. Students annually contribute more than **20,000 hours of community service** to non-profits regionally and nationally. On the island, **more than 50 activities** — sports teams, theater and fine arts programs, student council, campus ministry leaders, robotics, speech, math league, mock trial, and many more — provide numerous opportunities for students to grow, lead, and excel.



The **faculty and staff have an unwavering dedication** to the school's mission, delivering with great skill challenging, innovative coursework, including 16 AP courses. Through **mentoring programs and guidance services**, faculty and staff cultivate strong relationships with students, creating an engaging environment for students to pursue their academic and extra-curricular interests.

Since 2000, **98% of graduates have matriculated** to colleges and universities in 48 states and seven countries; more than **50% of graduates have earned academic scholarships** from post-secondary institutions. For generations, DeLaSalle has offered an education steeped in values as a Catholic and Lasallian high school, preparing young adults for lives of learning, faith, and service to their local, national, and global communities.



AT A GLANCE IN 2021-22



DeLaSalle is a college-preparatory program for students in grades 9-12.

- Founded in 1900, as the first Catholic high school for boys in Minneapolis and coed since 1971.
- Located on Nicollet Island, the campus includes a 12,400 square foot building and an athletic field.
- Students and athletic teams are known as Islanders.

Diverse and Inclusive Student Body

- Total enrollment of 700 students (49% male; 51% female).
- 55% students self-identify as students of color: 17% African American/Black, 4% Asian; 0.5% Native American, 16.5% Bi-Racial or Multi-Racial; 17% Hispanic/Latino.
- Students hailed from 34 urban and suburban communities and represented 129 middle schools.
- 60% self-identify as Catholic.
- 97% of the Class of 2022 had been admitted to post-secondary colleges and universities.

College and Career Preparatory

- 102 courses offered annually, at a regular college prep level or at a honors/AP level.
- DeLaSalle will go through re-accreditation in 2022-23. In the last process in 2017-18, DeLaSalle was awarded the “Excellence in Education” distinction by AdvancED (now Cognia), the school’s accreditation agency. DeLaSalle was the only school in Minnesota to receive this honor in 2018.
- Member of the Archdiocese of Saint Paul and Minneapolis, Christian Brothers of the Midwest, Cognia, Minnesota Independent School Forum, and the Minnesota High School League.

Wide Array of Student Activities

- 23 athletic teams, several earning all-conference and state-level competition championships.
- 12 fine arts options: orchestra, choirs, bands, theater, art club, and more.
- 18 other clubs, including chess, math league, mock trial, quiz bowl, robotics, student council, and yearbook.



Administration, Board and Alumni

- 102 full-time and part-time employees (48 faculty, 54 staff); 28 are alumni.
- 16 members on current Board of Trustees.
- Over 11,000 alumni/friends, approximately 60% connected by email.

Financial Snapshot in 2021-22:

- \$11.3 million operating budget.
- \$15,200 tuition (\$15,690.00 in 2022-23).
- \$3.15 million in total need-based aid and merit scholarships.
- 54% of students receive need-based aid (average award \$6720).
- 46% of students receive merit-based scholarships (average award \$1,275).
- \$9.65 million endowment.
- \$2.7 million debt.
- \$6.5 million in cash and equivalents and operating reserve.
- \$2.9-3.5 million of donations raised annually in each of the past four years.

ABOUT



Catholic and Lasallian Identity

One of 15 Catholic high schools in the Archdiocese of Saint Paul and Minneapolis, DeLaSalle embraces its Catholic, Lasallian heritage. Since the school's founding, Christian Brothers have guided students in their academic studies and spiritual development. As Lasallian educators, faculty and staff challenge students to serve others, especially the disadvantaged, and to become inquiring, critical, and open-minded thinkers. Over the first 123 years of the school's history, all but four chief administrators have been a Christian Brother, but since 2012, the last three heads of school have been lay administrators as hired by the Board of Trustees.

DeLaSalle welcomes students of all faiths and denominations. Regardless of faith tradition, students are required to take courses in theology every year, attend school liturgical celebrations, and participate in grade-level retreats. Prayer begins each class period, lunches, assemblies, and meetings, and Christian Service hours are a graduation requirement.

Student Body

DeLaSalle's lively student body — a vibrant mosaic of life experiences, economic levels, cultural perspectives, family circumstances, and political views — brings a multi-cultural lens to all learning and the school culture. For students and parents, interpersonal chemistry is as important as honors chemistry. In addition to undertaking rigorous coursework, students deepen their learning and broaden their perspectives through programming such as student activities and assemblies, which include liturgies, guest speakers, and pep fests, but more importantly, this is reflected in the routines of friendship, teamwork, inquiry, collaboration, leadership and service, adaptability, and respect in which DeLaSalle students are prepared for adult lives of learning, faith, and service within a global society.

DeLaSalle's enrollment was at a low point of 306 students thirty years ago, but through consistent growth over the past three decades, the school has become the third-largest Catholic (or private) high school in Minnesota. With 700 students registered for the 2022-2023 academic year, again matriculating from 125 different middle schools, many students begin freshmen year knowing just a few peers. By the end of orientation, however, students quickly become Islanders and begin forming a community.



Faculty and Staff

With great dedication, the faculty and staff prepare students for post-secondary options, through challenging coursework and opportunities for personal and spiritual growth. More than 70 percent of the teaching staff has earned master's degrees. With an average tenure of 11 years, the faculty includes a healthy mix of newcomers and veterans, including several who are parents of students and/or alumni.

The administrative team includes the: President; Principal; Executive Directors for Advancement, Finance, Human Dignity and Inclusion, and Strategic Initiatives; Academic Dean and Assistant Principal; Deans of Students; and Directors of Facilities, Technology, Lasallian Ministry, Student Activities, Communications, and Admissions.

Board of Trustees

The Board of Trustees, working closely with the President, establishes and evaluates the organization's mission, values and vision. The current 16-member Board includes entrepreneurs, business executives, attorneys, educators, doctors, and other community volunteers. In addition, a Christian Brother, a member of the clergy, and a lay representative from the Archdiocese of Saint Paul and Minneapolis serve on the Board. Alumni are well represented, with eight alumni among the 16 members.

The Board has seven committees: Executive, Development, Finance, Investment, Academic Affairs and Student Life, Board Affairs, and Facilities. The full Board meets five times per year and delegates much of its detail work to committees, which meet regularly and provide recommendations to the Board and support to the administration. Members have three-year terms, with eligibility for reelection to a second term.

PROGRAM HIGHLIGHTS



Academics

DeLaSalle has a **selective admissions policy**, predicated on a student's commitment to Catholic Lasallian education and college preparatory academics. During their tenure, students complete coursework in theology, English, social studies, mathematics, science, modern language, fine arts, health, wellness, and physical education.

To complement the core coursework, an array of electives, from engineering to economics to graphic design, provide numerous ways for students to indulge their intellectual curiosity. All courses are taught either at the regular college preparatory level or at an honors or AP level. Currently, DeLaSalle offers **16 AP courses for college credit**.

Faith Formation

- DeLaSalle provides many opportunities throughout the year for students to explore, **develop and deepen their relationship with God**, neighbor and self.
- Over four years of required **Theology courses**, students study the intellectual and moral tradition of the Catholic Church, research social justice principles, and strengthen their spiritual life through prayer and meditation.
- **Grade-level retreats** build class unity and give students structured opportunities to contemplate their faith journeys.
- Through the required **Christian Service program**, students learn about the forces in society that cause poverty, prejudice, and other injustices by volunteering at least 60 hours and writing reflections on their service.
- **Lasallian Ministry** engages students to serve others in many ways, including weekly service opportunities, regular sacramental and spiritual programming, and connecting students to outside groups for service and personal spiritual development.

Academic Support Systems

Multiple resources are available to guide students seeking support services.

- **Guidance and Counseling** staff discuss academic concerns, social and emotional challenges, future coursework selection, and college admissions planning with students. The staff also administers standardized tests to measure the academic progress of students.
- Through the **Academic Mentoring Program**, each faculty and staff member serves as an academic mentor

to a group of 10-12 students across multiple grade levels, providing another resource to help students navigate their courses and experience.

- The **Learning Support Office** staff partners with students who have unique learning needs, such as individual learning plans, or academic recovery in case of illness or injury, while building liaisons between teachers and parents.

Technology

DeLaSalle was among the first schools in Minnesota to implement a **1:1 technology** initiative, distributing iPads to every student and creating innovative programs in cloud technology and communication. The curriculum has been regularly updated and redesigned to optimize research and collaboration opportunities available through new technology platforms. All students receive new iPads in 2022-23, and all classrooms are receiving technology upgrades as well.

Because of these commitments, when Covid-19 shut down most schools in March 2020, DeLaSalle teachers and students adapted within five days to fully synchronous online learning schedules and platforms finishing the 2019-20 school year, then succeeding in 2020-21 in a hybrid, synchronous model, before returning to all students back on campus in 2021-22 in a modified block schedule. At all times, the technology is meant to serve the academic success of students and the relationships built between educators and learners, while expanding opportunities for inquiry, research, and understanding.

Global Advantage Program

Returning in 2022-23 after a two-year hiatus due to Covid-19, DeLaSalle's innovative and award-winning Global Advantage program distinguishes DeLaSalle by **offering opportunities for international study and welcoming international students** who choose to spend a semester, a year or their entire high school career at DeLaSalle. (Prior to Covid, approximately 40 percent of students participated in the Global Advantage program while at DeLaSalle.)

Through collaborative relationships with universities, students can earn college credits through rigorous international travel courses in a variety of subjects — art, architecture, anthropology, biology, economics, ecology, public health, and Spanish — often in partnership with other Lasallian schools at locations throughout the world, in Central America, Europe, and South America.

PROGRAM HIGHLIGHTS



Fine Arts

Students unleash creative energy through fine arts coursework and performances, with a significant commitment to curricular and co-curricular programming in the Fine Arts each semester:

- **Visual arts:** Students express themselves through visual arts, drawing and painting, graphic design, and photography; those pursuing art-related careers can take AP Studio Art.
- **Music:** Musicians flourish in beginning, concert and symphonic bands, chamber orchestra, and bel canto and concert choirs.
- **Theater:** Stage performers, student directors, and technical support teams showcase their imaginations and talent; the school stages 5-7 productions each year and has won more awards from the Hennepin Theater Trust program than any other high school in Minnesota in the past decade.

On average, more than 70% of students are enrolled in a fine arts class in a given semester. When the final bell rings, the art club, theater productions, music groups, and seasonal events give students many opportunities to shine.



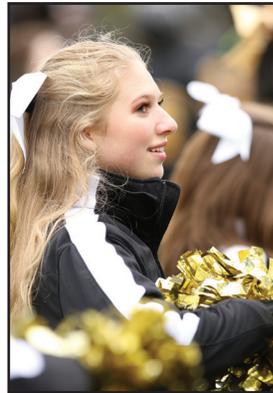
Athletics

DeLaSalle offers a robust program of athletics, with a wide range of sports for students to explore. The school has a “no-cut” policy for 9th graders, affording freshmen the opportunity to try something new. Teams include:

- alpine skiing *
- baseball
- basketball*
- competition cheer
- cross country*
- football
- golf*
- hockey^*
- lacrosse^*
- nordic skiing
- sideline cheer
- soccer*
- softball
- swimming^*
- tennis*
- track-and-field*
- volleyball
- wrestling^*

^Co-op teams

*Both boys and girls teams



Islanders are known for their competitive energy and lively student cheering. In the past five years, multiple teams and individuals have qualified for state-level competitions, including boys’ and girls’ basketball, soccer, football, competition cheer, swimming, and track and field.

Other Activities and Clubs

There’s something for everyone: chess club, environmental club, math league, mock trial, quiz bowl (qualified for Nationals for the 15th year in a row in 2022-23), student council, robotics club, Technovation coding club, yearbook, Lasallians for Equity and Peace, speech club, reading clubs, newspaper, and more. In addition, for the 2021-2022 academic year, over 140 juniors and seniors were members of the National Honor Society, recognized for their academic excellence, leadership, and service to the community.

OPPORTUNITIES AND CHALLENGES: BUILDING BRIDGES

Nicollet Island has been a part of the cultural, economic, and social history of Minneapolis for more than 175 years. Home to DeLaSalle, the island lies in the middle of the Mississippi River, crossed by the Hennepin Avenue Bridge, which connects the city's northeast neighborhoods with downtown Minneapolis. Each day, staff, faculty and students from every corner of the Twin Cities metropolitan region travel across the bridge, arriving on Nicollet Island to be part of our highly diverse learning community.

The new President will be first and foremost a bridge builder, forging deep connections with:

Students and Parents

The President touches the hearts of students by knowing them personally and motivating them to grow in their intellect, faith, and service to others. Visible and approachable — whether in hallways, in classrooms, at sporting or theater events, or at parent conferences — the President builds connections with students and their families, ensuring all feel welcome, known, and valued.

Board of Trustees

The Board of Trustees shapes the long-term strategic direction of the school. Collectively, the trustees bring deep experience and a wide network of contacts to support the President in crucial areas, including development, financial planning and investment management. By developing strong relationships with trustees, the President will have the alignment needed to advance a strategic vision for DeLaSalle's future.

Faculty and Staff

In collaboration with the Principal, the President creates the work culture for faculty and staff, and articulates the defining vision of DeLaSalle as a Catholic high school community in the Lasallian tradition. In an increasingly challenging job market the president will be responsible for assisting in the recruitment and retention of high-quality employees who, in turn, will enhance the overall student and employee experience.

Alumni and Benefactors

The President plays a pivotal role in fundraising. The school's benefactors, many of who are loyal alumni, generously provide more than \$3 million dollars annually to fund scholarships, program needs, and building improvements. Supported by an advancement team, the President has a crucial role in cultivating steadfast benefactors who have made transformative gifts as well as prospects capable of significant donations. In addition, the President will spearhead efforts to expand alumni engagement activities to broaden the school's donor base.

Archdiocese and Christian Brothers

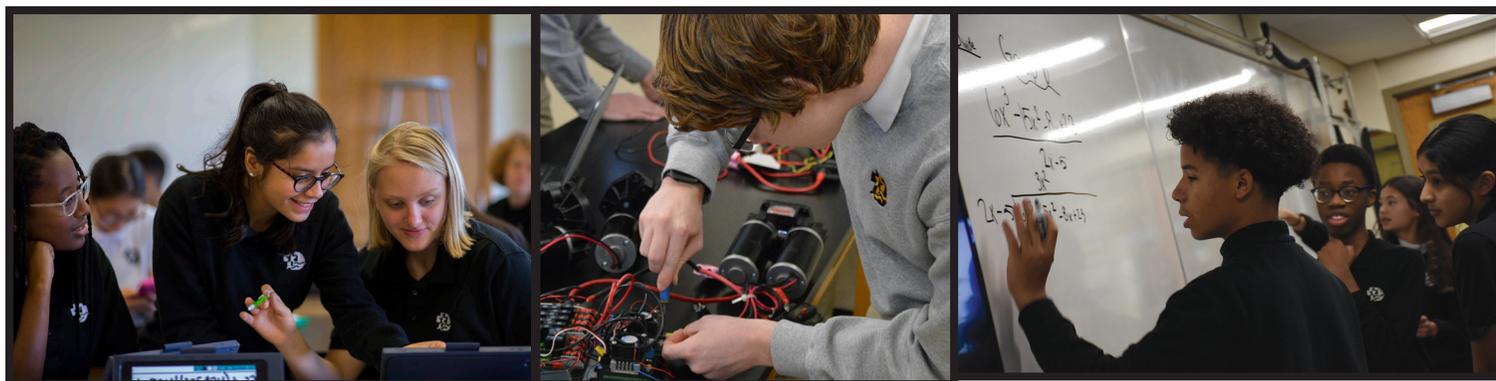
DeLaSalle benefits from strong relationships with the Archdiocese of Saint Paul and Minneapolis and the Christian Brothers of the Midwest. The President meets with Archdiocesan leadership and other high school presidents to discuss issues facing Catholic educators. In addition, the President confers with the Christian Brothers Provincial, based in Chicago, on matters relating to the Lasallian mission. It will continue to be a high priority for the President to cultivate positive working relationships with Archdiocesan and Christian Brothers leadership.

Future Islanders

For the school to continue to thrive, it is vital that the President be able to articulate a bold, forward-looking vision that differentiates DeLaSalle in a highly competitive school marketplace. The President will have an active role in expanding admissions efforts, building bridges with feeder-school leadership, and persuading families to select DeLaSalle as their school of choice.

Neighborhood, City, and State Officials

As the external spokesperson for the school, the President responds to neighborhood, city, and state officials on a number of issues affecting the school. During a typical year, the President collaborates with the local neighborhood association, the Mayor, Park Board members, City Council members, the State Department of Education staff, state legislators, and other officials to advance the school's interests.



RESPONSIBILITIES OF THE PRESIDENT



The President is hired by, and responsible to, the Board of Trustees. The President is an ex officio voting member of the Board. The President will have a yearly evaluation conducted by the Board of Trustees, based on the duties and responsibilities listed below. As the chief executive officer, the President is ultimately responsible for the following:

Educational Excellence

- Promote within the school community a commitment to excellence in academic and extra-curricular achievements, an ethos of compassionate service to those in need, and an appreciation for the value of cultural and socio-economic diversity.
- Lead efforts to continually improve academic programs and the educational experience of students.
- Advance the school's objective of integrated equity and opportunity by addressing achievement gaps among students to ensure all students are academically prepared for college.

Catholic Lasallian Identity

- Serve as an authentic and passionate advocate for Catholic Lasallian education.
- Ensure that the Catholic intellectual and moral tradition remain central to the school's identity and vision, while appreciating and including other faith traditions.
- Educate students to understand Catholic social principles and to advocate for greater social justice.
- Work in collaboration with the Christian Brothers of the Midwest and the Archdiocese of Saint Paul and Minneapolis.
- Embrace the legacy that Lasallian education enriches the whole person through teaching, technology and the development of the student's cultural, intellectual, physical, social and spiritual well-being.

Commitment to Equity and Inclusiveness

- Demonstrate a personal commitment to equity and inclusiveness.
- Establish programs that support diversity, improve the intercultural competency of faculty, staff, and students, and nurture and celebrate the unique gifts of all community members.
- Develop and execute strategies to recruit and retain faculty and staff from underrepresented communities.

Financial Viability

- Steward the financial operations and assets of the school to ensure its financial viability, including oversight of the annual operating budget and financial assets.



- Develop and recommend an annual budget and provide interim financial reports to the Board of Trustees.
- Serve as the school's chief fundraiser and ambassador. Cultivate prospects for major and planned gifts while building ever-stronger relationships with current benefactors. Secure significant major gifts to support the school's mission and strategic plan.

Administrative Leadership

- Promote the mission and vision to community stakeholders, including current and prospective families, faculty, staff, alumni, benefactors, feeder school leadership, the general public, governmental agencies, companies and non-profits, thereby strengthening the school's overall visibility and reputation of excellence with external audiences.
- Drive the collaborative work of the leadership team with an emphasis on team building, mentorship and talent development in support of the school's strategic goals.
- Provide overarching vision for attracting new families and maintaining enrollment.
- Encourage a culture of innovation and improvement, where candor, diverse views and constructive dialogue are welcomed and encouraged.
- Appoint principal and leadership team and conduct annual evaluations. Approve hiring recommendations for faculty and staff.
- Oversee the improvement and maintenance of campus facilities and resources to ensure safety and security and to provide an ideal learning environment for students and employees.

Strategic Plan Implementation

- In partnership with the Board of Trustees, lead efforts to prioritize and enhance strategic planning at DeLaSalle. In coordination with the Board of Trustees, define specific annual benchmarks that advance strategic plan objectives and establish policies and programs to reach those benchmarks.

QUALIFICATIONS AND PERSONAL CHARACTERISTICS



The successful candidate for President will be an experienced and accomplished leader with a high level of energy, drive, and commitment to the school's mission. Input sessions from faculty, students, staff, alumni, parents, and friends resulted in a description of needed qualifications and characteristics. The successful candidate will bring many, if not all, of the following professional skills and personal attributes:

Professional Skills

- Record of success as a visionary executive — at a secondary school, college, non-profit, business or professional organization — with expertise in developing budgets, achieving annual and long-term financial goals, enhancing marketing and outreach strategies, and implementing strategic plans;
- Proven ability as an effective spokesperson to engage, inspire, and unify stakeholders;
- Experience with soliciting significant philanthropic gifts and expanding sources of revenues;
- Record of personal commitment to equity and inclusiveness. Record of success in or commitment to recruiting and retaining a diverse workforce;
- Experience in utilizing a transparent, collaborative process in decision-making that invites and considers multiple perspectives;

- Proven ability to inspire and motivate faculty while driving continuous improvement in academic curricula, including implementing programs to ensure all students are prepared for college; and
- Experience fostering excellence in academic and extra-curricular achievement, an ethos of compassionate service to those in need, and an appreciation for the value of cultural and socio-economic diversity.

Personal Attributes

- A practicing Catholic in good standing with the Catholic Church who is able to provide a credible witness of the Catholic faith;
- An educator who either possesses a Lasallian background or is willing to attend Lasallian formation opportunities;
- A master's degree in either Catholic school leadership, Educational Leadership, Lasallian Leadership, Non-Profit Management, or their equivalents;
- An enthusiastic ambassador with exceptional relationship-building and communication skills;
- A dynamic leader who is visible, accessible, open-minded, and approachable; and
- An accomplished individual with energy, humility, and vision.



SEARCH PROCESS



Inquiries and Applications

For more information or to recommend a potential candidate, please send an email to boardchair@delasalle.com.

Candidates should send:

- a letter detailing how the applicant's skills, knowledge, and experience match the responsibilities of the position, along with
- either a curriculum vitae or resume, as well as
- a testimonial letter from the applicant's parish pastor attesting to the applicant's good standing in the Church, to boardchair@delasalle.com.

All inquiries and applications will remain confidential. The Board of Trustees has chartered a Search Committee to guide the search process. The Board expects to announce the name of the successful candidate in early 2023. The new President will assume responsibilities on July 1, 2023.

Non-Discrimination Policy

DeLaSalle High School complies with applicable civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. With respect to religion and creed, as permitted by law, the school reserves the right to exercise discretion in employment decisions to employ persons who share and are committed to the values and mission of the school.



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