



President

SEARCH PROSPECTUS



JUNÍPERO SERRA HIGH SCHOOL

SAN MATEO, CALIFORNIA

WWW.SERRAHS.COM

START DATE - JULY 2024



ABOUT SERRA

Serra is an exceptional Catholic college preparatory high school for boys. Located in San Mateo, in the heart of the Peninsula between San Francisco and Silicon Valley, Serra welcomes students of all faiths and backgrounds to bring their gifts and talents to campus and enrich the diversity of this distinguished and highly respected school community. Currently, 863 young men call this amazing campus home.

In the classroom, on the athletic field, within its clubs and organizations, on the stage or in the community, the Serra community teaches boys to become responsible, resilient young men and honorable leaders—prepared to successfully navigate the complex world that they will inherit.

Its rich and rigorous academic curriculum, wide range of engaging extracurricular activities, and environment of compassion and mutual respect are all hallmarks of Serra. Classmates become brothers, students find a community where they are known and belong, and teachers become role models in an environment that nurtures and challenges students to grow. Padres join an inclusive peer group that lasts a lifetime.

In partnership with parents and guided by our Catholic faith, Serra provides a transformational high school experience that offers boys a vision of faith, hope, love, mercy and justice. Its legacy spans nearly 80 years of excellence in Catholic education and includes more than 13,000 alumni.

MISSION STATEMENT

Inspired by the Gospel of Jesus Christ and empowered by a faith that is living, conscious and active, Junípero Serra is a Catholic college preparatory dedicated to the holistic formation of our students. Our community supports students in their journey towards becoming men of faith, wisdom, service, community and leadership. We seek to develop the gifts and talents of each student in an environment of excellence and mutual respect.

Guided by our mission and emboldened by the belief that every student is created in the image and likeness of God, the Junípero Serra community is committed to develop men who embrace:

Faith

Students are called to reflect on their relationship with God and demonstrate growth in personal spirituality, by:

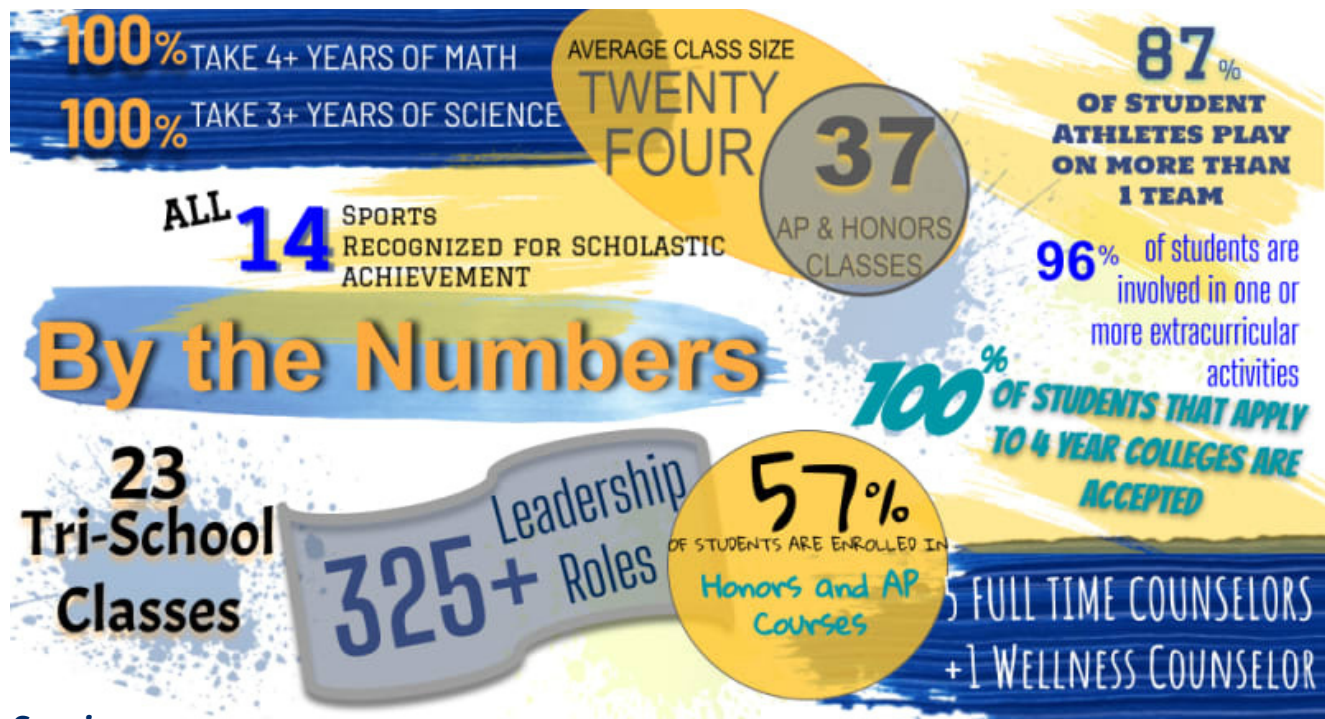
- Making healthy, moral, and ethical choices based on Gospel values
- Understanding the Catholic faith and the role of the Church in the world
- Recognizing the relationship between mind, body and spirit
- Identifying and using their gifts for service to the world

Wisdom

Students are challenged to rigorous academic study in the pursuit of truth, by:

- Developing critical thinking as a habit of mind
- Exhibiting innovation, creativity and an appreciation of the arts
- Communicating effectively through listening, speaking and writing
- Using technology to enhance learning, productivity and creativity
- Demonstrating core knowledge and skills necessary to succeed in college and become lifelong learners





Service

Students are called to use the wisdom of the Gospel to evaluate the values of contemporary culture and promote social justice, by:

- Advocating for human dignity and a respect for life
- Serving family, school and the larger community
- Demonstrating care for the environment as stewards of God's creation
- Identifying with those suffering from injustice and working towards change

Community

Students are welcomed into the community of Serra that promotes a spirit of brotherhood, collaboration and integrity in human relationships, by:

- Reflecting on life lessons through participation in the total Serra program, including academics, athletics, the arts, campus ministry and co-curricular activities
- Demonstrating interpersonal skills for healthy social relationships
- Resolving conflict through effective social skills
- Recognizing our common humanity in the traditions, cultures and people of the world

Leadership

Students are called to model courageous leadership based on Jesus' example of service, by:

- Embracing an openness to change and a willingness to take risks
- Demonstrating effective decision-making and problem-solving
- Using emotional and social skills to collaborate and build teamwork
- Taking responsibility for their own actions and the welfare of others

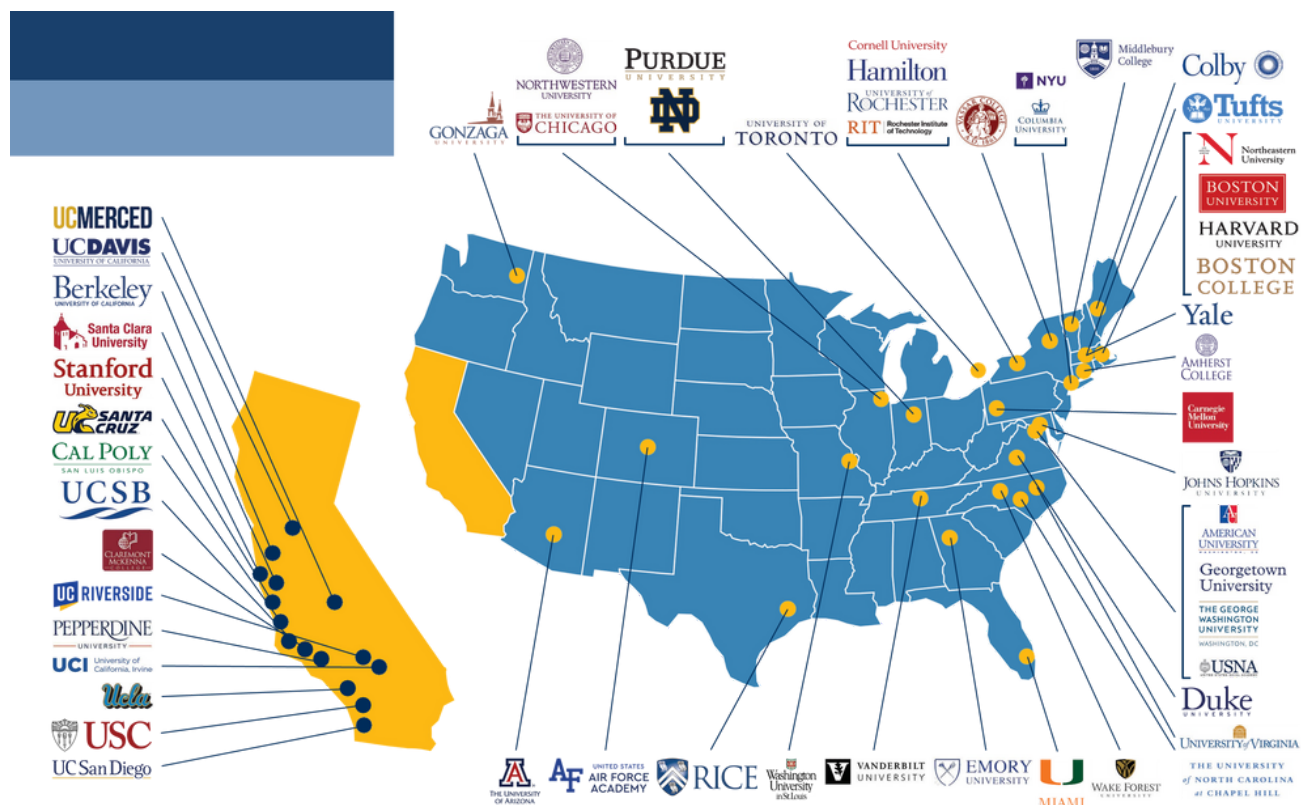
ACADEMICS

Serra's broad-based, rigorous curriculum serves the needs of a wide range of students. Boys are relational learners who thrive in an active and collaborative learning environment.

Serra teachers understand how boys learn and incorporate their knowledge and experience into challenging assignments and classroom activities. Technology is thoughtfully and purposefully integrated into the curriculum through the Google School platform. Serra students learn to use technology ethically and are prepared for the university environment.

Serra's academic program provides a college-preparatory education that prepares each student for the college that best meets his goals and interests. One hundred percent of its graduates exceed the minimum course requirements set for the California State Universities and the University of California, and one hundred percent of Serra Padres are accepted to colleges throughout the country.

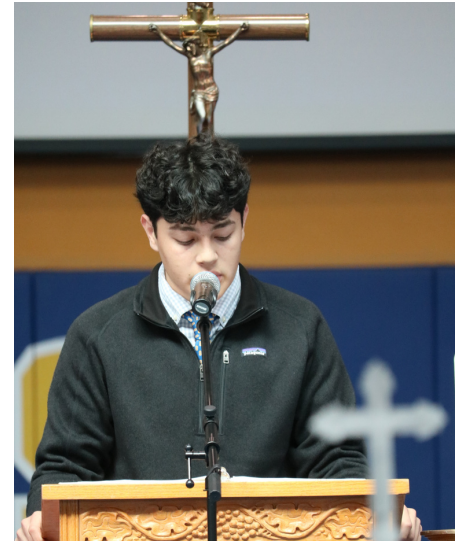
Serra's multilevel academic program allows students to choose classes that appropriately challenge them in a balanced and healthy way. Faculty and counselors are professional educators, subject-matter experts and dedicated mentors who help students develop intellectual wisdom, moral strength and emotional depth.



FAITH AND SERVICE

At Serra, students experience spirituality and service in their daily lives—within and beyond the classroom. The Campus Ministry program is at the heart of the school. Students participate in liturgies and take part in reflective experiences such as the Imago Dei junior retreat. Retreats such as these have a lifelong impact.

Serra provides a superior education that is grounded in the Catholic faith. Students don't just learn about spirituality and service—they live it. Students deepen their spirituality not only in their theology classes, but across all program areas. By planning and participating in liturgies and prayer services, students grow in their understanding of the Gospel.



A robust service-learning program helps students to put their faith into action by making a difference in their local communities, nationally, and around the world. As each Serra student gives of himself in his own way, each graduating class performs tens of thousands of hours of Christian service. Serra Padres find daily opportunities to explore their faith.

At Serra, they educate the whole person—heart, mind, body and soul. Today's teenagers are bombarded with conflicting messages about human dignity and moral values. The Serra High School community offers students a vision of faith, hope, love, mercy and justice. Based on Christ's example of servant leadership, this community is committed to serving the students, faculty, and staff of the Serra community with whole hearts.

ATHLETICS

With a strong tradition of competition and success, Serra's athletics program is a source of pride for the entire school community.

Sportsmanship and teamwork are the hallmarks of Padre athletics. Serra student-athletes compete in one of the most competitive high school leagues in California—the West Catholic Athletic League (WCAL).

Serra has gained a reputation for having one of the most successful and renowned high school athletic programs in the nation. Every year, college coaches from coast to coast come to recruit its athletes and offer scholarships.

ATHLETICS, CONTINUED

Padre coaches are dedicated to developing men of integrity and leadership. They focus on important life skills, including the values of hard work, team-building and perseverance that prepare student athletes for life beyond high school. It's not surprising that many alumni return, year after year, to coach and serve as positive role models for Serra athletes.

Serra's successful program also provides many opportunities for non-athletes to assume important responsibilities as trainers, social media reporters, statisticians and team managers. Whatever the interest, coaches and staff are dedicated to the development of every student's mind, body and soul. Serra's athletic program not only prepares its Padres for competition on the playing field, but for lives as men of faith, wisdom and service.

Serra fields highly-competitive teams in 14 different sports. Throughout the decades, thousands of extraordinary student-athletes have worn Serra blue and gold, resulting in 85 CCS championships to date.

THE ARTS

The arts are an essential part of a college-prep, high school education. They communicate the ideas and emotions of the human spirit while connecting us to our heritage and unique traditions.

Serra's exemplary music, drama and visual arts programs nurture our Padres' spiritual, moral and psychological growth. Serra students develop the necessary tools for understanding human experiences and learning to respect others' points of view. Through the arts, our Padres express themselves in a positive, creative environments.





THE BROTHERHOOD

Upstanders, not bystanders

A community that strives to live the faith values that form who we are.

The Padre brotherhood underpins every aspect of student life. Learning to live what it means to be a Padre brother is the driving force behind Serra's Mission and Brotherhood program. Unique to Serra, Mission and Brotherhood is a student leadership and moral decision-making program based on gospel values that teaches our Padres how to make better decisions for themselves and to stand up for those who are not able to do so for themselves.

This program is embedded in the school's culture and supportive of its mission "to encourage each student to look critically at the diversity and challenges of our society and to make reasonable choices based on the Gospel values of justice and compassion."

Padres are introduced to the program on their first day of school, when freshmen are partnered with Junior Big Brothers to explore the meaning and expectations of brotherhood. These peer-led groups meet regularly in an effort to build trust and respect and to foster a safe space where students can discuss relevant yet sensitive situations and issues facing teenage boys today. Throughout a Padres freshman and sophomore year, Senior Encounter Leaders take on leadership responsibilities and serve as role models for their younger brothers.

THE TRI-SCHOOL CONSORTIUM

Serra is a single-gender school with abundant coed connections.

Teenage boys need to build healthy and meaningful relationships with teenage boys and girls. That's the guiding principle of Serra's formal partnership with sister schools Mercy Burlingame and Notre Dame Belmont.

These three schools share facilities as needed for academic and cultural and social experiences in the form of classes, clubs, music and drama productions, retreats and social events.



Serra by the Numbers

STUDENT BODY

- Current enrollment: 867 students
- Ethnicity: 19% identify as Latino or Hispanic
Race: 54% Caucasian, 13% Multiracial, 16% Asian, 4% Native Hawaiian or other Pacific Islander, 3% African American, 10% other or chose not to disclose
- 57% Roman Catholic

GRADUATE PROFILE

- 99% of Serra graduates go to college/university
- 100% of Serra graduates applying to college/university were accepted
- \$20.8 million in academic scholarships

ACADEMIC PROGRAM

- 38 honors and AP courses in nearly all subject areas
- 57% of current students enrolled in honors and AP courses
- Average class size is 23
- 1:160 student to counselor ratio (lower division)

- 1:130 student to counselor ratio (upper division)
- Academic Resource Center for students with diagnosed learning differences
- SAT scores well above the California and national averages
- Academic requirements meet or exceed UC and CSU requirements

EXTRACURRICULARS

- 96% of students participate in at least one of the 40+ clubs and organizations
- 87% of students participate in one or more of the 14 team sports
- 190+ students participate in the expansive visual and performing arts program
- 11 Campus Ministry lead retreats each year
- 5 intensive immersion opportunities

FACULTY

- 61 faculty members (52 full time and 9 part time)
- 5 full-time counselors
- 84% of faculty members hold advanced degrees
- 24 faculty members have 10+ years of service; 15 of these have 30+ years of service

**Figure pulled from separate data stream*

THE POSITION

The Office of the President has as its primary purpose to provide overall leadership and vision for Junipero Serra High School in order to achieve the fullest attainment of the school's unique Catholic mission: educating men of faith, wisdom, service, community and leadership. The President is appointed and delegated authority by the Archbishop of San Francisco (as owner) after consultation with the Advisory Board of Regents for Junipero Serra High School, and acts as the chief executive officer for the school with the guidance of the Board in the implementation of plans and policies. As overall leader, the President serves as a role model for staff and students and bears ultimate responsibility for the integration of faith and learning within the school including articulation of the school's mission, vision and Catholic identity to its various publics.

The President oversees implementation of faith community affairs, academic affairs and student affairs through the Principal ensuring a high-quality college preparatory high school experience. The President is responsible for ensuring sufficient resources and enrollment for the school through direct oversight of business affairs, development/advancement affairs, communications, community relations and enrollment management activities. The President acts as the primary liaison between the school, the Advisory Board of Regents, the partner parishes and schools and the broader community and maintains a close professional relationship with the Superintendent of Catholic Schools, Archdiocese of San Francisco. The President is ultimately responsible for the successful overall operation of the school through effective marketing for image, enrollment and resources as accomplished through effective planning and delegation of responsibilities to the administration, faculty and staff.

THE OPPORTUNITY

This leadership transition will occur at a favorable time for the community as Serra is well-positioned for tremendous success moving forward. Over the past five years, the leadership completed the Strategic Plan, Transforming Lives, that outlines a bold vision for the future. This work was incorporated into Serra's Educational Improvement Plan and was affirmed by the WCEA-WASC accreditation visiting team, which awarded the school the highest level of excellence in all measured categories. Serra is also heading toward completion of the Always Forward Capital Campaign, the most successful campaign in the history of Serra. To date, Always Forward has raised more than \$34 million toward a \$38 million goal, remaining on track to close out the campaign by summer 2024.

THE OPPORTUNITY, CONTINUED

These funds have helped Serra invest \$25 million in the physical plant over the past four years, including The Pereira Center for Robotics and Engineering, renovated classrooms, HVAC systems, and the Stinson Center for Learning and Innovation. Serra also expanded student support through a new Wellness Counselor and a Director for Design Led Innovation. Looking toward the future, Serra is engaged in a comprehensive master planning process that will be completed in the spring 2024 and will provide clear guidance for future development at the school.

With a faculty second to none, incredible families and students, solid enrollment, an energized alumni community, a master plan for development, and a strategic plan to guide future decisions, Serra has never been stronger. The next President will come into a vibrant school with a clear vision for continuing its growth moving forward. Serra's future is bright. The opportunity/challenge for the next President will be to capitalize on the positive momentum Serra has developed over the past 5 years and execute the vision set forth in the strategic plan and master plan.

THE CANDIDATE

The ideal candidate will have significant executive leadership experience, expertise in financial and business management, possess exemplary communication and relationship building, and be skilled at engaging and inspiring constituents and stakeholders to further support its mission. He or she must be experienced with strategic planning and have the requisite executive-level experience to lead a school community. With a visible presence inside and outside of the school community, the President will be the catalyst in advancing the strategic marketing and advancement initiatives of this distinguished Catholic school community.

While the President must have a demonstrated capacity for broad institutional leadership, candidates could have attained this experience through various career paths, including primary, secondary, or higher education, non-profit management, or work in the corporate or public sector. Regardless of the career path, the successful candidate will have expert a proven record of building upon a strong community culture and identifying, cultivating, and developing strategic partnerships to ensure continued accessibility, success, and sustainability.

Applicants are expected to be faith-filled practicing Catholics in good standing with the Church and possess an advanced degree in a business, education, or related field. Salary and benefits are competitive with the local Catholic education market and commensurate with experience.

DESIRED QUALITIES AND CHARACTERISTICS

We seek candidates who are mission-driven leaders with a demonstrated capacity to think strategically while inspiring and motivating teachers, students, parents, alumni, and stakeholders to advance Serra's unified vision of excellence based on its common beliefs and mission. Candidates must be actively practicing their Catholic faith and be in good standing with the Church.

The President of Junípero Serra High School is also expected to exhibit many of the following qualifications:

- Faith-filled and Christ-centered servant leader who embraces, models, and champions the traditions, values and social teachings of this vibrant PreK-12 Catholic school and community.
- Advanced degree in an education or business-related field with a full understanding of the challenges and opportunities facing Catholic education.
- Proven capacity in leading critical functions of budget and financial management, institutional growth and development, and high-level fundraising and philanthropic efforts.
- Career experience which complements the school's tradition of excellent academics, strong spiritual formation, competitive athletic, artistic, and educational extracurricular pursuits, focus on service to the community, and the importance of faith and family.
- Proven leadership skills and capacity in serving as the culture-builder of this multi-campus school community. Experience in a President-Principal model is a plus.
- Executive presence which inspires confidence and passion among all stakeholders.
- Accomplished visionary able to lead this Catholic school community while ensuring success for all students, based on standards of excellence.
- Exceptional communication skills while serving as the public face of the school community in building constructive relationships with all stakeholders that inspires crucial support in its fundraising and enrollment management initiatives.
- Accessible and approachable leadership style, with the capacity to relate to all internal and external constituents and at school-sponsored events - locally and beyond.
- Well-versed in creating the conditions for market leadership in a highly competitive private school environment. Familiarity with the greater San Francisco market is a plus.
- Inspirational, humble, and authentic mentor who fosters leadership in others.
- Must be able to establish immediate rapport and trust with learning, parent, alumni, and civic communities.
- Skilled at identifying, attracting, developing, and retaining high-quality and mission-driven professionals with a commitment and passion for delivering a transformational Catholic educational experience.
- Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.

APPLICATION PROCEDURE

The search committee is on a fast-track to identify and secure the next President. All inquiries and applications will be treated with the highest degree of confidentiality and with the greatest respect. The successful candidate will be expected to assume the responsibilities of the position in July 2024.

To apply, please submit the following four documents, confidentially and as separate PDF attachments, to Michael Furey, Partner, at mikefurey@partnersinmission.com.

- Letter of Interest that aligns your experiences and skill sets with the current needs of the school as you understand them.
- Statement of Catholic educational leadership philosophy.
- Current resume with all appropriate dates included.
- List of five references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.
- Please include "Junípero Serra High School - President" in the subject field.



Assemble all of the application materials in one email to:

Michael Furey, Partner
mikefurey@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
8 Nicklaus Way | Mashpee, MA 02649
(570) 730-2655 (Cell)
www.partnersinmissionslss.com



Partners in Mission School Leadership Search Solutions is the retained search division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. As partners among ourselves and with our client's missions, we value, understand, and embrace the importance of Catholic education in our personal and professional lives — and remain committed to ensuring its strength and vitality for years to come. Engaged by religious and school communities, boards, and dioceses, our team of dedicated search consultants have identified and secured mission-driven professionals to serve in a myriad of diverse Catholic school and diocesan leadership positions from Massachusetts to Hawaii.

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