



President Search Prospectus



for Jesuit High School of Sacramento, released January 26, 2023

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The Opportunity

Jesuit High School of Sacramento is pleased to announce that the search for the school's next President has commenced.

The Jesuit High School of Sacramento Board of Trustees has opened a search for a president whose term will begin on a mutually agreeable date. The President is hired by and is accountable to the school's Board of Trustees. S/He is missioned as Director of the Work by the Provincial of Jesuits West. Supported by a solid administrative leadership team, the president works in partnership with the administration, faculty, staff, and families to carry out the school's mission. The President of Jesuit High School of Sacramento will lead a 60-year-old Catholic college preparatory school for young men dedicated to achieving excellence in all aspects of its program, with a profound appreciation for its Jesuit traditions, high academic standards, and commitment to educating the whole person.

About the Area

Jesuit High School is located in the heart of California's capital region, ten miles from the State Capitol. The lush **53-acre campus** is designed with a university-style feel and is situated along the American River, close to numerous bike trails and other recreational areas. **Sacramento**, known as the "Farm-to-Fork Capital," is one of the country's most ethnically diverse and livable cities, with a city population of half a million in a greater metro area of 2.5 million people. Earlier this year, *Forbes* ranked Sacramento as the #1 place to live in California. 'SacTown' is renowned for its laid-back atmosphere, booming economy, fantastic food, an abundance of wineries and breweries, and plenty of things to do. San Francisco, Napa and Sonoma Valleys, and Lake Tahoe are all day trips within easy range of the city.



About Jesuit High School

Mission

Jesuit High School of Sacramento is a Roman Catholic college preparatory dedicated to forming competent young men into conscientious leaders in compassionate service to others for the greater glory of God.

Who We Are

Jesuit High School Sacramento (JHS) is a regional Catholic high school that provides young men with a life-building experience and delivers an academically rigorous college-preparatory education to prepare graduates for lives of leadership and service.

Founded in 1963, JHS currently has an enrollment of nearly 1000. The student body represents diversity in geography, ethnicity, religious affiliation, and socioeconomic background. JHS draws from more than 79 zip codes throughout the Greater Sacramento Area, with 99.5 percent of graduates going on to college or university.

Home of “The Marauders,” JHS has one of the region’s most successful men’s **athletic** programs, more than 22 visual and performing **arts** offerings, a robust Honors and Advanced Placement curriculum including the innovative international **AP** Capstone Diploma Program, an award-winning robotics program, and a club for every passion.

A JHS education fosters a “Men for Others” culture, with students **volunteering** locally regularly and globally during summer immersion opportunities, giving more than 17,000 hours annually, primarily to at-risk, underserved, and homeless populations.

Jesuit High School is also home to Sacramento’s Jesuit Community, with priests serving Jesuit

High School, Cristo Rey High School, and St. Ignatius Parish.

Governance

The Board of Trustees governs through the President and refrains from becoming involved in the school's day-to-day operations. The Board and the President develop and agree on clearly defined institutional goals for the school's governance and the strategies for achieving them.

The President reports to the Board as a whole and not to individual Trustees. The Board undertakes an annual, formal evaluation of the President and, through the Board Chair, offers candid and constructive feedback as necessary. If a Trustee is concerned about the President's performance, that Trustee will share that concern with the Chair, who will take appropriate action.

The Board of Trustees of Jesuit High School of Sacramento hires and dismisses the President. The President or other designated school administrators manage all other Jesuit High School employees. See **Organizational Chart** for more information.



Philosophy of Education

A Jesuit High School education inspires an enduring commitment to excellence and service.

The educational philosophy* of JHS is Catholic and, therefore, it is based on a faith response to the Gospel of Jesus Christ; it is Jesuit and, therefore, it is formed by Ignatius of Loyola's vision of Christ and the world. The school's purpose is to lovingly serve the young men of the wider Sacramento area from every ethnic and socio-economic background and a broad spectrum of academic achievement. In support of parents as primary educators, our role is to help our students realize the fullness of their spiritual, intellectual, artistic, physical, and social potential.

The spiritual dimension of the student's development is fostered through their incorporation into a community where Catholic beliefs, morals, and values, inspired by faith in the Gospel and a belief in the full brotherhood/sisterhood of the human family, are taught, professed and experienced, and where personal action is proposed as a response. The intellectual dimension is developed through a curriculum oriented towards college-bound students and an environment that fosters academic excellence, nurturing reflective analysis and creative expression. The students are encouraged to develop their artistic and affective nature through exposure to and participation in Visual and Performing Arts. Thus, they come to an appreciation of the creative Spirit that is within and around them. The students should learn to respect and care for their bodies as gifts from God. Thus, the physical education requirements, the intramural and the interscholastic athletic programs are an integral part of the total curriculum.

In response to the Gospel message, all members of the JHS family - that is, parents, faculty, administrators, staff, and students -

share in the mission of nurturing in each other the social skills and cultural awareness necessary for the Christian community. This is accomplished through the school's various activities and events, especially those that stress community outreach and personal interaction. In this way, all are encouraged to address the social needs and injustices in the world around us.

Therefore, all the young men who enroll in JHS are encouraged to use their spiritual gifts, intellectual talents, artistic qualities, and physical abilities to help those they encounter. Ultimately, the students are to be agents for change as "Men for Others."

**from 2022-2023 Student-Parent Handbook*

Profile of a Graduate

As a Jesuit, Catholic college preparatory high school, the school is committed to the excellence of a broad-based program of academics, co-curriculars, and spiritual formation. While that excellence can be measured through the students' recognition and success, Jesuit is most concerned by what happens as a result of a graduate's education. The goal is to help form leaders of competence, conscience, compassion, and commitment to God in service who will work for justice and quality of life for all.

Upon graduation, it is the aim that a student will be:

- **Open to growth:** by instilling a joy in learning, each graduate will continue his own growth process long after he leaves Jesuit High School. He will seek opportunities to develop his own mind, body, imagination, feelings, and religious consciousness.
- **Intellectually competent:** a graduate will have mastered fundamental academic skills and have the

knowledge, awareness, critical thinking skills, and intellectual integrity to succeed in college and be prepared for leadership in service.

- **Religious:** he will have a basic knowledge of Christianity and Catholic doctrines and practices. He will be developing strong moral reasoning skills. He will be coming to understand that faith in Jesus calls one to live as a person for others.
- **Loving:** he will begin to know and accept himself as being loved by others and being personally known and loved by God. He will begin to see and understand obstacles to human growth in the world such as prejudice, while recognizing the ability of people and structures to change.

- **Committed to doing justice:** he will have a growing understanding of injustice and its sources in the world and begin to see that the Christian faith demands an active commitment toward fostering a just society. He will have acquired skills, such as an understanding of government and public policy, and the motivation to use his skills for the benefit of humanity.

The JHS experience does not end with graduation. Our goal is to inspire and enable graduates to put their values into action with an active life of service for humanity, for the greater glory of God.



JHS Fast Facts



Nearly 1,000 CURRENT Students



11,000+ ALUMNI 20 FACULTY & 77 CURRENT DADS are ALUMS



130 EMPLOYEES



Jesuit is a REGIONAL SCHOOL with students coming from 79 zip codes, and 98 feeder schools



14:1 STUDENT TO FACULTY RATIO



The Class of 2022 was offered more than \$17 MILLION IN COLLEGIATE SCHOLARSHIPS



37 HONORS & AP COURSE OFFERINGS



36 SPORTS TEAMS including 8 non-cut



99% OF JESUIT GRADUATES GO STRAIGHT TO COLLEGE



1 in 4 students receive NEED-BASED FINANCIAL AID with an average packet of \$6,800



CAMPUS EVENTS 2,425

Current School Climate

Academic Overview

Jesuit proudly provides a rigorous, college preparatory experience for a wide range of students - from those who look for as many AP and Honors opportunities as they can muster, to those who need some additional support transitioning to high school, and every kind of student in between.

Besides preparing students well for college, a JHS education prepares today's students to become tomorrow's leaders – men of competence, conscience and compassion; with the goal to help them become “Men for Others” who seek to make the world a better place.

Areas of Growth

JHS is about to begin year three of six since its last **WCEA/WASC** accreditation granted in the 2019-2020 school year. Schools use the E3 process during accreditation, which is a deep self-study of all facets of school life and operation. Each year, the school is responsible for submitting an annual report on its progress toward its established Educational Improvement Plan goals. After the last self-study, Jesuit selected four areas for growth in this six-year cycle:

1. Renewing our commitment to Ignatian principles and identity: Jesuit will develop and implement a reinvigorated program for Ignatian formation for faculty and staff to revitalize both the adult faith formation program and a program for supporting our work as Ignatian educators. In this process, Jesuit will more clearly articulate how the Ignatian Pedagogical Paradigm and Profile of a Graduate at Graduation inform the overall school program—from the curriculum, instruction, and assessment to co-curricular programming, ministry, and service.
2. Restructuring the program for professional development: Jesuit will develop and implement a new systematic approach to professional development, emphasizing providing teachers with the resources to provide more effective instructional differentiation and support for students with documented learning differences. In developing this new system, Jesuit will reexamine the planning of full inservice days, use of collaboration time, and structure for PGUs and academic units to support the needs of the faculty generally as well as individual departments and teachers.
3. Improving student support resources and opportunities: Jesuit will develop and implement a plan to improve its resources and programs that provide academic and wellness support for students, especially those students identified as needing formal interventions and plans.
4. Renewing a vision for enrollment and mission: Jesuit will conduct a new study regarding the school's enrollment and establish an ongoing, annual process for evaluation of the admissions process and enrollment projections, including examination of school size, student demographics, Catholic composition, tuition assistance needs, and learning resource needs.

Position Detail

Job Purpose

The JHS President is responsible for the overall administration, operation, and alignment of all school activities with Jesuit's stated mission and policies as determined by Jesuit's Board of Trustees. The President is delegated authority by the Board of Trustees to manage all corporate operations and is a member of the Board of Trustees. S/He works closely with Jesuit faculty, staff and administrators, board members and current parents, alumni, and benefactors to ensure Jesuit's continued success. S/He is responsible for JHS's continued fidelity to its mission as a work of the Society of Jesus and the Roman Catholic Church.



Essential Duties

The President of Jesuit High School provides leadership reflecting the mission and vision of JHS. This leadership will be shaped by intellectual competence, integrity, energy, balance, and occasional flashes of humor. S/He is responsible for the appropriate management of the school as well as assuring the dynamism of Jesuit High School through ongoing strategic planning for all facets of the school: academics and student life, faith formation for all members of the school community, school finances, advancement operations, and fundraising, and public/community relations.

The Board of Trustees' selection of a President is confirmed by the Provincial of the USA-West Province of the Society of Jesus as the Director of the Work. S/He receives a mission and confirmation of their appointment from the Provincial and is accountable to him, for the fulfillment, according to the way of proceeding of the Society of Jesus, of Jesuit High School's apostolic mission. S/He also specifies the mission of the Jesuit priests, brothers, scholastics and novices at Jesuit High School according to the mission statement and the apostolic plan of the work. As Director of the Work, the President is accountable to the Provincial. The President will work closely with the Superior of the Sacramento Jesuit Community in fostering the Ignatian and Jesuit identity of Jesuit High School.

In particular, the President:

- Supports, promotes, and implements the principles of Jesuit education as set forth by the school's sponsorship agreement referenced above,
- Oversees and supervises the Principal (Chief Academic Officer), whose primary responsibility is leading the academic and co-curricular programs of Jesuit High School; the Vice President for Advancement, whose primary responsibilities include fundraising and relationship building with alumni and benefactors; and the Chief Financial Officer, whose primary responsibility is the effective management of the school's business activities,
- Solicits and secures charitable contributions, develops and sustains positive relationships with current and potential benefactors, and leads any capital campaign effort,
- Identifies educational priorities and facility needs, encourages responsible business practice and management innovation, encourages and promotes the Jesuit and Catholic character of the school, serves as an advocate for assuring that Jesuit High School remains an exemplary college preparatory and, in consultation with the Finance Committee of the Board of Trustees and appropriate school staff, prepares the annual budget,
- Works closely with the Board of Trustees and with school officers in developing short and long term strategies/plans for technology and facility development,
- Represents the school at appropriate professional meetings and also keeps professionally informed of improvements and developments in Jesuit education in the United States,
- Provides timely and accurate assessments of school activities to the Board of Trustees,
- Communicates freely and effectively with the Jesuit High School community,
- Serves as the chief spokesperson of the school, and
- Models effective and compassionate leadership as reflected by the term *cura personalis*.

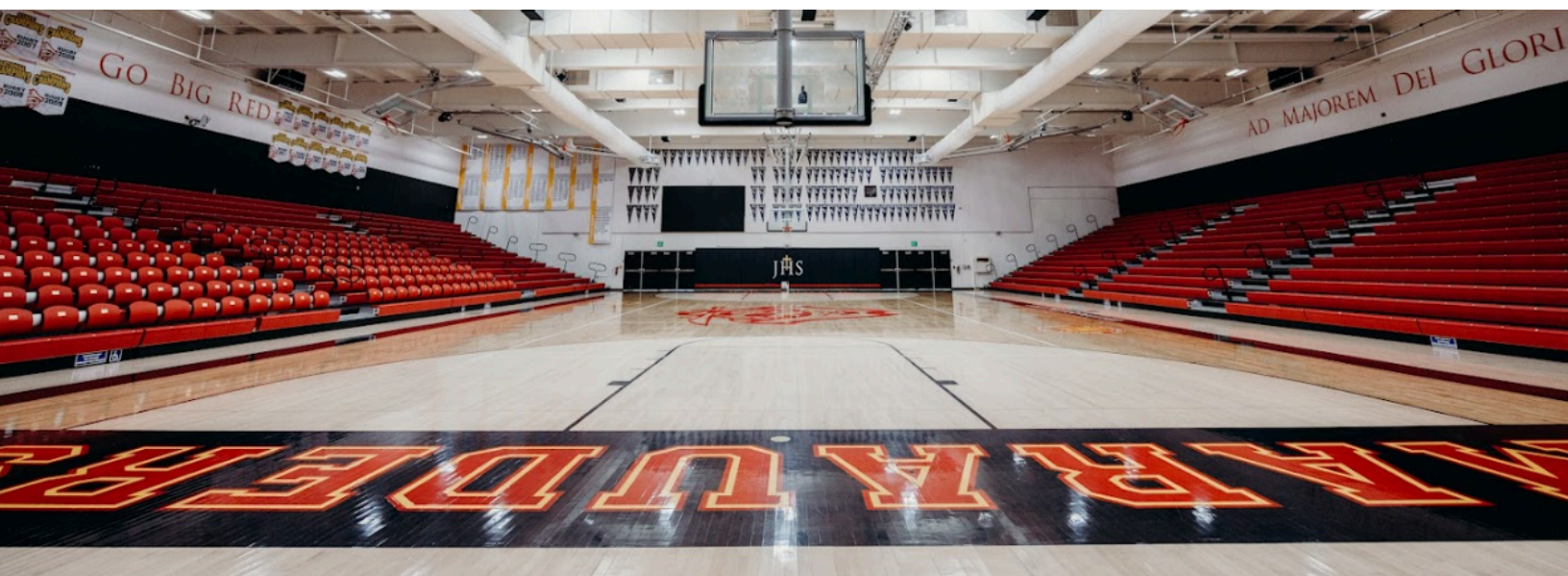
Ideal Candidate

The Board of Trustees and the school community are interested in all candidates, either Jesuit or lay, who can embrace, articulate and promote Jesuit High School's vision of academic excellence within the context of a Jesuit Catholic community dedicated to faith, scholarship, and service.

The school seeks a leader who will lead with heart and promote a real sense of hope to the Jesuit community. In addition to being a visionary, strategic leader who can articulate the school's educational mission and philosophy to inspire and motivate all constituencies, the successful candidate should be someone who:

- Understands and embraces the challenges of leading a school in today's world. In this context, the next leader is a trust and team-builder who ensures a collaborative and cohesive internal community and is adept at drawing from its collective wisdom.

- Can work collaboratively with senior administrators in the adoption of a strategic, operational plan in light of the current economic and social issues facing Jesuit's potential enrollment base and execute this plan against a fiercely competitive market.
- Can mentor and encourage those around them in a positive way, with a style that is pastoral, genuine, approachable, and a good listener with strong emotional intelligence.
- Possesses the leadership skills to improve organizational effectiveness by maximizing the positive performance of all employees.
- Practices their Catholicism with an understanding of Ignatian spirituality and Jesuit history and/or a desire for further formation (i.e., to make the Spiritual Exercises in some form) to develop a deep understanding of how it informs the life of the school.
- Understands directions and issues in the Catholic Church, including pastoral, social, and moral dimensions of church life and the role of Catholic institutions within the Church.
- Knows all aspects of advancement, fundraising, and broader community involvement. Must be comfortable asking for financial support and commit to developing a culture of philanthropy. Is present and develops meaningful relationships with people within the school and outside community.
- Understands the fundamentals of business and the economics of independent Catholic schools.



Search Process

Presidential Search Committee

The JHS Presidential Search Committee will assume responsibility for identifying qualified candidates, and the entire Board of Trustees will appoint the new President based on the committee's work and recommendations.

Committee members are drawn primarily from the Board of Trustees, and represent alumni, employees, parents of current students and alumni, and bring a diversity of perspectives and opinions to the process along with a demonstrated commitment to the school's mission statement and Ignatian values. In performing the search, the Board will also coordinate with the Provincial of the Jesuits West Province, Very Rev. Sean O. Carroll, S.J.

The Board knows that selecting a president is among its most significant responsibilities, and it will therefore consider only the most qualified candidates for this critical key leadership position. Jesuit High School has been most fortunate to have a Jesuit priest serve as our president for many years, while most other Jesuit schools have not enjoyed this benefit. It is not always possible to guarantee the hiring of another qualified Jesuit priest to serve as the school's next president. Therefore the Board will consider both lay and religious candidates.

Public Input

To ensure that all potential candidates can apply without risk to their current positions, neither the Committee nor the Board will publicly disclose any candidates' identity or participation.

As such, all members of the school community and the public are asked to please respect this process and understand that committee members will not be at liberty to disclose any information about the search. However, input from JHS current families, faculty and staff, and alumni about their ideas for the next president are welcome.

Additional questions and advice for the Presidential Search Committee can be shared with the chair or any committee member or emailed to president@jesuithighschool.org. Throughout the process, the committee will continue updating the school website.

Application Procedure

To apply, please submit the following three documents, confidentially, to Jennifer Carlino, Executive Assistant, Office of the President no later than February 28, 2023.

Candidates should submit all information as soon as possible. Electronic submission of materials is required. Please send materials in a consolidated pdf format to

PresidentSearch@JesuitHighSchool.org

- Targeted **cover letter** explaining your interest and qualifications for the presidency at Jesuit High School Sacramento. This should align their experiences and skill sets with the current needs of JHS as they understand them.
- Brief, one-page preferred, **personal statement** that includes the candidate's vision on leading JHS and their Catholic educational philosophy
- Current **resume** with all appropriate dates included.

Salary

Salary range for President of Jesuit High School of Sacramento is approximately \$180,000 to \$250,000, based on experience, plus benefits.

School Contact

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