



Saint Paul's School
www.stpauls.com
Covington, Louisiana
President-CEO

School: Saint Paul's School, a two-time National Blue Ribbon Award winner, has been providing exceptional Lasallian Catholic education in Covington, Louisiana for 104 years. Owned by De La Salle Institute of the Brothers of the Christian Schools, Saint Paul's is part of a worldwide network of 1,600 schools in 80 countries, operating in the tradition of our founder, St. John Baptist De La Salle, patron saint of all teachers of youth. Saint Paul's is an all-boys college preparatory school, grades 8-12, with 880 students.

Mission: Following the Lasallian Five Core Principles: faith in the presence of God, quality education, respect for all, inclusive community, and concern for the poor and social justice, Saint Paul's strives to enrich each student's cultural, intellectual, physical, social, and spiritual development centered on Catholic values and personal relationships.

A Unique Opportunity: The Board of Trustees of Saint Paul's has opened a search for a president, whose term will begin July 1, 2024. The president is hired by and accountable to the school's Board of Trustees. The Board is responsible to the Lasallian Education Corporation, an oversight entity for De La Salle Institute District of San Francisco New Orleans. Supported by a strong administrative leadership team, the president works in partnership with the administration, faculty, staff, and families in the support of Board initiatives. This opening presents an opportunity to lead a high performing school in solid academic and financial condition.

Governance: Saint Paul's nine-member Board of Trustees is comprised of educators, graduates, past alumni parents, and other supporters of Saint Paul's. 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 the future and will conduct a thorough, effective search for the next president of Saint Paul's.

The Future: The president is responsible for the Lasallian Catholic identity of Saint Paul's and oversees all aspects of school operation. In collaboration with the board, the president will continue the work outlined in the strategic plan, a directive grounded in

Lasallian charism and core values. He/she will preserve and advance the school's exceptional educational programs; guide the Saint Paul's community as it looks to its future; value and articulate the school's special qualities as it relates to the broader community; maintain and model its Lasallian Catholic ethos, mission, and traditions; and guide the school in implementing key strategic priorities.

Areas of focus for the president:

Lasallian Catholic Identity: The next president will be entrusted to promote the Lasallian Catholic identity and to carry on the mission, tradition, and charisms of the Christian Brothers. Specifically, the president must ensure these foundational elements shape all that is done at Saint Paul's.

Institutional Advancement: The president must articulate the school's vision of faith and academic excellence within the context of a Lasallian Catholic community dedicated to scholarship, faith, and service. Given its commitment to keeping the school affordable and its desire to make capital improvements, the president will need to continue to provide leadership in these key areas to adequately support fundraising.

Strategic Plan: A well-articulated strategic plan has guided the work of Saint Paul's and much progress has been made. The president must continue with the plan's implementation to move the school forward and be instrumental in developing the next strategic plan. Regular communication on implementation and attainment of the plan is essential.

Diversity, Equity, Inclusion and Belonging: Grounded in its Lasallian Catholic faith, Saint Paul's is committed to diversity, equity, inclusion and belonging. The president must fully embrace this work to ensure Saint Paul's continues to develop a more respectful and inclusive community.

Relationship Building: The candidate should be willing to become an integral part of not only the Saint Paul's community but also the broader Northshore community. She/he will be responsible for enhancing meaningful relationships both internally and externally with all constituents.

Qualities Sought:

The board and the school community are interested in all candidates who embrace, articulate, and promote Saint Paul's Lasallian Catholic identity and its dedication to faith, academic excellence, and service. Paramount to success is the candidate's proven ability to embrace the Lasallian Five Core Principles. The president is a mission-focused, visionary Catholic leader who will build upon a school faith community, with demonstrated experience in an educational setting. In addition to being a strategic thinker and skillful manager, the successful candidate is an energizing and inspirational individual who can delegate effectively while ensuring accountability. The school will be best matched by a genuine and caring leader with heart, a servant-leader with a hands-on, accessible style, and a sense of humor. This individual will embrace the school's

culture for educating young men, and mentor and encourage administration, faculty, and staff to build a culture of trust that supports individual growth. The successful individual will be someone who takes the time to learn about the community and connects easily with parents, teachers, students, and alumni. The successful candidate is one who is adept at drawing from the collective wisdom of the community and will balance decisive leadership with respectful collaboration and inclusivity. Successful candidates will have background, skills and qualities that include most or all, of the following:

- Is a practicing Catholic with an understanding of the Lasallian charism and the Core Principles and/or a desire for further formation to develop an understanding and appreciation of the Lasallian charism and how it informs daily life at Saint Paul's
- Has 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
- Has an aptitude for and commitment to financial management and fundraising
- Has the ability and desire to forge relationships with all school constituencies
- Has a strategic sensibility
- Is a team-based leader who is collaborative, inclusive, and transparent
- Is able to demonstrate executive leadership and management abilities

Resources:

Saint Paul's School Website: www.stpauls.com

Study Guide - "Saint John Baptist de La Salle" Booklet – Lasallian Resource Center (lasallianresources.org)

District of San Francisco New Orleans Website: <https://delasalle.org/who-we-are/>

Search Process: Saint Paul's has engaged the national executive search firm, Educational Directions, to assist with the search. Candidates should submit all information as soon as possible to:

Mathew Heersche, Ed.D.
mathew.heersche@edudx.com

Risa Oganessoff Heersche
risa.heersche@edudx.com

Electronic submission of materials is required. **Please send materials in a consolidated pdf format.** Candidates should submit the following documents but not before speaking with the search professionals:

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