

PRESIDENT/CEO

July 2022



MISSION

Inspired by St. John Baptist de La Salle, La Salle Catholic College Preparatory develops students of faith, service, and scholarship by providing a transformative education that allows students to realize their maximum potential and use their gifts to serve Christ and humankind.

La Salle optimizes financial and academic accessibility for students, especially the underserved, who desire a rigorous and relevant education preparing them for college and life.

The La Salle community inspires students to find their voice as global citizens, put their faith into action, and to lead lives of integrity, honoring the God-given dignity of all.

OVERVIEW

La Salle Catholic College Preparatory is located in Milwaukie, Oregon, a suburb of the Portland metropolitan area. The school has a strong and steady enrollment of 620 students. It operates in a financially stable environment and is debt free.

The President is hired by, and accountable to, the school's Board of Trustees, which in turn is responsible to the Lasallian Education Corporation, an oversight entity for the De La Salle Christian Brothers of the District of San Francisco New Orleans. Supported by a strong and experienced administrative team, the President works closely with the Principal and the rest of the team in the support of Board initiatives.

BOARD OF TRUSTEES

La Salle Prep's board is comprised of 13 alumni, parents of alumni, a De La Salle Christian Brother, and a local parish priest. Trustees are strategic thinkers who have shown a tremendous dedication to the school's mission, its core values, and to its continued growth and development.

The Board of Trustees operates under the Policy Governance model for nonprofit organizations. Policy Governance is an approach to the job of governing a nonprofit organization that emphasizes values, vision, empowerment of both board and staff, and the strategic ability to lead leaders. The board sets broad policies and uses a system of checks and balances to hold the school and the CEO accountable.

Enter to learn. Leave to serve.

La Salle Prep develops students of faith, service, and academic excellence through an education of the heart and mind.

SPONSORSHIP

La Salle Prep is sponsored by the De La Salle Christian Brothers. It is one of 1,600 Lasallian educational institutions located in over 80 countries. The Christian Brothers were founded in 1682 by St. John Baptist de La Salle. Named Patron Saint of Teachers by the Catholic Church in 1950, many characteristics of modern education that we take for granted first appeared in De La Salle's schools in 17th century France. However, what truly made De La Salle a pioneer, educational innovator was his key tenet that true teaching is rooted in an authentic love of students, and that a truly effective teacher-student relationship must be based on practical affection and mutual respect. This core philosophy remains the foundation of De La Salle's many contributions to education and is a unifying characteristic of Lasallian schools worldwide.

See www.delasalle.org for further information about the De La Salle Christian Brothers and the Lasallian District of San Francisco New Orleans.

OPPORTUNITIES FOR THE PRESIDENT:

The President oversees all facets of the school's operations, providing visionary and strategic leadership to staff in the areas of academic excellence, student life, institutional advancement, enrollment management, community and donor relations, and financial growth and stability. The school employs the President-Principal model of leadership to preserve and advance the school's exceptional educational program and guide its dedicated faculty and staff. As a Catholic leader, the President is called to articulate and model the school's special qualities of a diverse and caring community and help animate its Lasallian Catholic ethos and mission. The President is tasked with the duty of leading the school in the development of its key strategic priorities and bringing those priorities to fruition. The selected candidate will be responsible for fostering an atmosphere and professional environment of learning, achievement, cooperation and respect.

The new President will be a visionary and energetic leader. The successful candidate will have significant senior leadership experience, financial acumen and expertise in business management. Experience in planning and overseeing capital projects to enhance facilities is desirable as well as experience in donor prospecting and fundraising. Paramount to success in this executive position are excellent leadership and communication skills that inspire collaboration from all constituent groups. The President should possess an understanding of the President-Principal model of leadership and be comfortable working with the Board of Trustees' use of the Policy Governance model. While day-to-day faith formation is the responsibility of the Principal, the President provides leadership to ensure that the school and its mission remain faithful to Catholic teachings and embraces its Lasallian charism in all facets of its operations. The ideal candidate must be a practicing Roman Catholic.



SPECIFIC AREAS OF FOCUS FOR THE PRESIDENT

PROGRAM:

In the context of La Salle Prep's mission for education, the nature of today's students, and the daily challenges and opportunities faced by educators, the next President, in collaboration with the Principal and school leadership, will provide a vision and philosophy of a La Salle Prep education. Specifically, this vision is grounded in La Salle Prep's mission, core values and in the Lasallian charism. The vision will ensure that the program is able to meet the challenges facing schools today both globally and locally, and that the school remains competitive and relevant. The vision will ensure a culture of excellence that embraces diversity, equity, inclusion.

INSTITUTIONAL ADVANCEMENT:

La Salle Prep has a stable operating budget. Given its commitment to keeping the school affordable and accessible, the President will need to continue to provide leadership in the areas of development, fundraising and alumni relations. The President will work with the Board of Trustees to develop the necessary resources to support quality programs, staff compensation, and campus development. The President will take a leading role in a comprehensive advancement program, which includes strategic partnerships, fundraising, admissions, and alumni relations. These elements are critical for the future of La Salle Prep. In addition, there needs to be a continuing focus on marketing and outreach that takes into account an understanding of the school's position in the market and the competitive landscape. The President must articulate and help the La Salle Prep community understand and convey the distinctive value of La Salle Prep.

STRATEGIC PLANNING:

As La Salle Prep begins a new chapter in its rich history, it is an opportune time for the new President to work in strong collaboration with the Board of Trustees to develop an integrated strategic plan that clearly articulates a vision for the future of La Salle Prep that includes academic excellence, financial sustainability, and a vibrant Lasallian Catholic identity.



PROFESSIONAL EXPERIENCE:

La Salle Prep seeks an experienced, mission-focused organizational leader with progressive experience in an educational, nonprofit, and/or another professional setting. Strong candidates will have backgrounds that include most or all of the following:

- The ability to see relevant trends and opportunities, develop a compelling vision, inspire others to embrace that vision, and implement executive leadership skills to strategically realize the vision.
- Excellent oral and written communication skills. An inspirational public speaker.
- Experience being part of a community that intentionally celebrates diversity, equity, and inclusion. The President will embody the Lasallian Core Principles of “Inclusive Community” and “Respect for all Persons” and will play a leadership role in promoting programs to elevate cultural competency among La Salle Prep’s many constituents.
- 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 institutions within the Church.
- A passion for secondary education and an understanding of current issues and trends that affect schools and adolescents.
- Experience in successfully leading people through significant organizational change.
- Experience responding to an organizational crisis or managing persistent pressure with confidence, dignity, and compassion.
- Experience in major gift fundraising and/or capital campaign and an understanding of effective fundraising programs. She/He must be comfortable asking for financial support and must have a commitment to developing a culture of philanthropy with donors and other strategic partners.
- A willingness and commitment to be visible and to make connections with the greater Portland community in order to enhance the school’s image and reputation.
- Experience in enrollment management and/or marketing. The President will inspire enrollment by articulating how La Salle Prep nurtures, loves, and educates all students. The President will possess a personality that enables her/him to genuinely connect with prospective families and feeder school representatives who reflect the diverse populations that make La Salle Prep a vibrant school community.
- Experience in building and leading teams. The President will be a naturally collaborative servant leader who understands there are times for clear standards of accountability and decisive leadership. She/He will embrace the opportunity to mentor and develop future leaders within the ranks of La Salle Prep’s faculty and staff.
- A demonstrated commitment to the Lasallian Core Principle of “Concern for the Poor, and Social Justice” which includes actively working to ensure financial aid is available to families of limited economic means.
- The ability to embrace Policy Governance and work effectively with the Board of Trustees to position the school for long-term sustainability.
- Strong business management skills, including experience in HR, budgeting, finance, facilities management, employment law, and marketing/PR.
- A bachelor’s degree is required; a graduate degree is preferred.



PERSONAL QUALITIES:

La Salle Prep is seeking a faith-filled Catholic leader who will embrace the Lasallian charism. She/He will immerse herself/himself in the life of the school and will build a rich community among the students, faculty, staff, and parents. She/He will proudly represent the school to alumni, prospective families, the Catholic community, and the broader Portland community. The school desires its new leader to be a critical thinker and a creative problem solver. The next President will possess a healthy balance of humility and confidence. She/He will be passionate and energetic. She/He will be a person of high emotional intelligence who will establish genuine relationships – rooted in trust and respect – with diverse groups of people. The President will be a person of deep faith who is comfortable speaking publicly about the importance of a personal relationship with God. This individual will be able to develop a true love of and appreciation for educating young people. In sum, the words and actions of the President will reflect the highest standards of personal and professional behavior expected of Lasallian Catholic educators.

A full job description is available at: <https://lsprep.org/newsandevents/presidentialsearch/>

SEARCH PROCESS:

The Board of Trustees recognize the critical importance of finding the right President to lead the school into its next phase of academic and fund development. They have retained Lester Consulting Group, Inc. (LCG) to conduct a thorough and effective search for the next President. LCG's team of consultants includes three former Lasallian Catholic high school Presidents.

Qualified candidates should submit all information as soon as possible, but no later than January 31, 2022. Qualified candidates will be considered until a final candidate is selected.

Candidates should submit the following materials as one PDF to: **lasallesearch@lcginc.net**

- Cover letter explaining interest and qualifications
- Current resume
- One-page essay: Please describe a time you had to lead an initiative of change. What were your challenges? How did you face these challenges? What did you learn in the process?

A full job description is also available at: www.lcginc.net



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Connecting People with Possibilities™