



**Position Statement
President Search
St. John's College High School
Chevy Chase, D.C.
Start Date: July 1, 2024**

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OVERVIEW

With a clear mission, a welcoming community, and an eye toward the future, St. John's College High School provides more than 1,200 students in grades 9-12 an independent, college-preparatory education rooted in Catholic and Lasallian values and provides their families a supportive, compassionate, and inclusive community. Founded in 1851 in Washington, DC, by the De La Salle Christian Brothers, St. John's has never wavered from the Lasallian values of excellence, leadership, and service. Today, these values are fully on display in the holistic student experience and diverse opportunities the school offers.

St. John's College High School's mission reflects the purpose and essence of the school:

Faithful to the charism of St. John Baptist de La Salle, St. John's College High School is an independent, Catholic college-preparatory school whose mission is to provide a human and Christian education to young men and women from diverse socioeconomic and cultural backgrounds.

St. John's is a community of faith and zeal with dedicated Lasallian educators committed to the spiritual, academic, cultural, physical, and moral development of the students. Rooted in Christian values, the Lasallian experience at St. John's prepares young men and women for lives dedicated to leadership, achievement, and service to the community.

The Lasallian mission is informed and animated by five core principles: faith in the presence of God; respect for all people; quality education; inclusive community; and concern for the poor and social justice. Lasallians are personally committed to living the gospel values and working to provide a human and Christian education to the young, especially the poor.

The Catholic faith is foundational in all that the school does. Classes begin with prayer, and diverse religion courses each year help develop young men and women of character and faith. From this spiritual grounding, emerges a strong emphasis on students learning to use their gifts and talents to serve others. Each year, St. John's students perform over 25,000 hours of Christian service. The school's motto "Enter to learn, leave to serve," captures a core purpose of this Lasallian community.



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The achievement of students in so many different arenas speaks to a culture of excellence that permeates all programs. The school offers 24 Advanced Placement courses and an additional 19 honors classes at all grade levels. In academics, the visual and performing arts, athletics, and the school's signature programs, St. John's offers students the opportunity to challenge themselves, learn from teachers and each other, and ultimately discover their talents and how they may be used to make a positive difference in the world. The success of the St. John's experience is measured by the happiness and engagement of our students at school, the extraordinary track record of select college admissions and scholarships, and an engaged and supportive alumni base.

The school's remarkably warm, humble, and diverse culture is foundational to its commitment to excellence. One trustee said, "St. John's history of innovative programs and strong sense of community makes it a leader among private schools in the region." Stakeholders talked about the power of "association," the defining spirit of a Lasallian school where we walk along side one another.

St. John's College High School is committed to preparing students to actively participate in building a more just society by deconstructing systems of injustice. To that end, our commitment to diversity, equity, and inclusion is engrained in the Lasallian tradition of meeting each student where they are and affirming them in their God-given dignity. We strive to build and nurture a culture of inclusivity and concern for all members of our community and our Lasallian core principles help to put our faith into action daily.



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HISTORY

St. John's College High School is the third oldest Lasallian school in the country. In 1915, the school began the Cadet Corps program, and although very different from the original today, it remains a distinctive element of the school's identity with more than 300 enrolled students. In the 1990s, St. John's became coeducational and launched a major effort to expand its programs and facilities. As a result, the school's momentum over the last 25 years has been astounding and quite remarkable. From an enrollment of 440 students in the mid-90s, the school today consists of over 1,200 young men and women actively engaged in learning, trying a myriad of new activities, and supporting each other in a community that promotes relationships as the foundation for learning.

St. John's is proud of its history. The hallways are adorned with photographs of all the graduating classes as well as other memorabilia from previous eras. Many alumni have returned to the school to teach and several serve on the Board of Trustees. It is not uncommon to find multi-generational families involved in the school.

Today, the school draws students from all over the Metro DC area. More than 1,200 students apply for admission each year from over 200 feeder schools. The school's rich diversity is evident with 45 percent female students, 43 percent students of color, and 65 percent Catholic students. St. John's commits over \$5 million in tuition assistance. Forty-one percent of students receive need-based support, and there is a robust merit scholarship program.

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CAMPUS

Located in the Chevy Chase neighborhood of the northwest section of Washington, DC, St. John's College High School sits on a beautiful 30-acre campus bordering historic Rock Creek Park. Recent years have witnessed a dramatic expansion and renovation of the campus. The 80,000-square-foot Center for Performance and Leadership is a premier facility that rivals other high school and college facilities. The Center provides college level competitive and training facilities for men and women as well as nutritional services and eSports. In addition, it includes designated spaces for both the Entrepreneurial Center for Innovation and Social Impact and the Cadet Corps Leadership Program. This project came on the heels of the 2017 construction of the Donatelli Center for the Visual and Performing Arts that includes a magnificent

15,000-square-foot performing arts space, as well as professional art studios and practice rooms for specific choral and instrumental groups. Construction was also completed at that time for the Cap Mona Family Student Center and the Gletner Courtyard, spaces that provide students opportunities to socialize, yet another reflection of the school's intentional promotion of community. Included in this 2017 project were designated spaces for the Lasallian Center for Mission and Ministry, which oversees the Christian service program and planning efforts for student retreats; both serve as examples of a mission lived.

The President's house is a five bedroom home located on private property adjacent to the campus with spacious grounds and an inground pool. St. John's facilities, both in scope and maintenance, reflect the investment the St. John's community has made in the school over the past decades.



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PROGRAM

St. John's College High School offers a rigorous and traditional course of study designed to appropriately challenge its students while at the same time, providing personalized support to help them meet those challenges. The 11:1 student-teacher ratio ensures that students are known and valued. Honors and Advanced Placement courses provide skilled and motivated students an opportunity to push themselves beyond the traditional college prep curriculum. Over 75 percent of all St. John's students take at least one honors or Advanced Placement course before graduating. One hundred percent of graduates go on to a four-year college. For the Class of 2023, a total of \$35 million was offered in college scholarships.

St. John's is committed to all its students and their growth. The De La Salle Scholars Program provides the highest-achieving students opportunities to mature intellectually beyond the traditional classroom. Students in this selective program emerge as young men and women who are faithful, engaged, and committed to progress in the world. These students engage in critical inquiry in religion, literature, philosophy, ethics, and the social and natural sciences. The program bridges the scholastic knowledge of St. John's faculty and experts in various fields with experiential and interdisciplinary learning components. The highly-regarded Benilde Program provides customized learning support for students with documented learning challenges, beginning in the ninth grade. In addition, the school has an academic support program, in which students can develop learning and organizational strategies as well as receive extra help in specific subject matter.

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Beyond the classroom, opportunities abound for students to explore new activities and discover passions. The recently revamped Cadet Corps Leadership Program draws over 300 students each year, a third of which are female. Students in the program study civics and learn about the specific skills associated with becoming an outstanding leader.

The Entrepreneurial Center for Innovation and Social Impact reflects the school's commitment to preparing students for the future. The four-year program consists of leadership studies, outside speakers, the development of communication skills specific to being a successful entrepreneur, a year-long project in the junior year in which students delve into a major societal problem and devise solutions, and a senior capstone project that involves fieldwork and a pitch to funders for support of the student's project.

In keeping with its Lasallian tradition, the Center for Campus Ministry offers an array of opportunities for students to deepen their faith and make a positive difference in the St. John's community, the country,

and the world. At St. John's, students must complete 90 hours of Christian service, and many go well beyond this requirement. The Center also organizes service trips so students can immerse themselves in the work of helping others. Of particular note is the Lasallian Peer Ministry in which seniors mentor small groups of freshmen and plan and lead retreats to facilitate their smooth adjustment to St. John's.

St. John's College High School offers students a robust and dynamic arts program that cultivates their creativity and imagination. Students can choose from several fine and performing arts classes in order to discover their particular creative interests. Advanced students can challenge themselves with increasingly demanding courses and at the same time, participate in after-school programs that continue to develop their skills. Advanced music groups will often display their talents off campus, and in particular, instrumental groups have recently traveled to Carnegie Hall, Disney World, and Pearl Harbor to perform. The Gene Morrill Blackbox Theater has energized an already strong drama program that performs two major productions a year. A wide variety of fine arts classes, from beginning to advanced, include two- and three-dimensional classes, painting and



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drawing, and media arts incorporating digital technology. As is the case with drama and instrumental/choral music, opportunities to achieve excellence are numerous as reflected in the many local, regional, and national awards St. John's art students have garnered over recent years.

Student interest is also cultivated through an impressive number of after-school club offerings, some of which are arts-related. St. John's offers over 65 after-school clubs and activities that cover just about every interest one can imagine. Lasallian Leadership Club, Cadet Corps Leadership, Competitive Jazz, French Club, Robotics Club, and Philosophy Club are but a few examples that reflect the breadth of offerings for students once the academic day has ended. As one parent noted, "It's not unusual to see students on campus at 8:00 p.m."



A strong athletics program is yet another vehicle for St. John's College High School to teach the values of excellence and leadership to its students. St. John's athletes learn determination, resilience, teamwork, and hard work from their experiences, and the school offers 18 different sports at multiple levels through 29 teams to ensure all students have an opportunity to participate. The excellence of the program is on display throughout the year. Multiple championships in the Washington Catholic Athletic Conference, a highly competitive athletic league with a national reputation, reflect the serious commitment varsity athletes make to achieve excellence. A significant number of female and male athletes earn athletic scholarships each year, and in recent years, a handful of the varsity teams have been ranked nationally. Each year, the football game with the school's oldest rival brings in over 4,000 spectators and is the longest-running Catholic high school rivalry in the country.



GOVERNANCE AND ADMINISTRATION

St. John's College High School is a mission of the De La Salle Christian Brothers and specifically, the District of Eastern North America (DENA). Through DENA, the Christian Brothers ensure that St. John's is living the Lasallian mission. The Board of Trustees for the school is charged with ensuring that the mission is being fulfilled on a day-to-day basis, that the school is financially healthy, and that strategic and master plans are created and implemented. The Board meets three times a year and consists of numerous committees that govern operations and set strategic priorities. The school's financial health is excellent. With positive performance and a substantial endowment that does not subsidize operations, the school has resources to fund mission critical initiatives.

The school's president is its CEO and is the only direct report to the Board of Trustees. The president has seven direct reports, each one given broad authority to manage his or her respective team. Many of them work closely with appropriate board committees to address challenges and implement strategy. The president is clearly the face of the school and its chief spokesperson. Working closely with senior administrators, the president sets the course for the school and in partnership with the Board, establishes a strategic plan. The Board and the new president will play significant roles in coordinating planning efforts with the school's celebration of its 175th anniversary in 2026.

THE POSITION

St. John's College High School is seeking a new president to begin in July 2024. This is a compelling opportunity for the right leader who can build on the success the school has enjoyed for the past 25 years. With healthy finances, a recent history of robust philanthropy, a magnificent campus, a supportive Board of Trustees that understands the principles of non-profit governance, and a thriving broad and balanced program, St. John's has built a strong foundation for future success. In particular, the Board seeks a Catholic leader who:

- is a proven inspirational leader with a clear and compelling educational vision,
- embodies the values of the Lasallian tradition and its emphasis on community,
- prioritizes St. John's inclusivity and diversity,
- demonstrates financial acumen, fundraising experience, and entrepreneurial spirit, and a record of effective change management,



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- assesses, maintains, and advances the existing programs and facilities that have been instrumental to the school's success,
- is the external energetic and optimistic face of the school, establishes a friendly, enthusiastic, authentic, sincere, and collaborative presence on campus,
- develops and nurtures relationships with key stakeholder groups by attending student, parent, alumni, and community events,
- refines and builds on the vision for the school and works in collaboration with the Board of Trustees and senior leadership to create the next strategic and master plans,
- demonstrates superb formal and interpersonal communication skills, both written and oral,
- possesses excellent judgment and emotional awareness that align with the school's mission and values,
- executes and effectively leads the fundraising responsibilities associated with the office,
- navigates the many changes in secondary education now and in the future in accordance with the Lasallian and St. John's missions,
- manifests deep respect for the sacred relationship between teacher and student, and
- shows a commitment to ongoing personal education and development (advanced degree preferred).

Leadership entails a wide variety of skills, too numerous to mention in a position statement, but the ones listed above are of particular interest to the St. John's College High School Search Committee.

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TO APPLY

St. John's College High School has retained the firm Resource Group 175 (RG175) to support its search for a new president. If you wish to submit your application, please do so at <https://rg175.com/candidate/signup>

Applications include:

- Letter of interest (cover letter)
- Resume or CV
- A personal, leadership or educational philosophy statement
- Names of five current references and contact information

The **deadline** for receipt of full application materials is **Monday, October 9, 2023.**

Please note that the St. John's College High School Search Committee intends to interview semi-finalist candidates in person on **November 12 and 13.** Finalist visits will be:

November 27-29

December 3-5

December 10-12

The Board of Trustees intends to name the new president prior to Christmas break. For any questions or further information about the position, please contact either of the consultants below:

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