

CohenTaylor Executive Search Services is conducting a retained executive search for

# PRESIDENT / HEAD OF SCHOOL

**DELASALLE HIGH SCHOOL**

**MINNEAPOLIS, MINNESOTA**

*DeLaSalle High School, a Catholic college preparatory program, seeks a visionary, energetic leader to serve as President.*



[delasalle.com](http://delasalle.com)

Established in 1900, DeLaSalle High School — a diverse community of passionate educators, motivated students, and supportive alumni and benefactors — has had a remarkable history. For more than a century, DeLaSalle has welcomed students of all socio-economic backgrounds, provided a rigorous college preparatory education, and prepared its graduates to lead lives of faith, life-long learning, and service to others.

The next President will inherit a well-managed, financially-stable institution committed to excellence in all of its offerings. As a Catholic, the President will advance DeLaSalle's mission, rooted in the charism of Saint John Baptist de La Salle, who devoted his life to educating the poor and to establishing schools centered on academic excellence, formation of faith, service to others, and social justice. A charismatic, inclusive individual, the next President will bring a wealth of management experience, providing the talent and vision needed to ensure the school's success for generations to come.

# MISSION

*We, a diverse community of teachers, learners, alumni, parents, and supporters, comprise DeLaSalle High School. Our mission is to serve students and families who seek a high-quality, values-based academic preparation for life. We at DeLaSalle fulfill this mission, in part, by respecting and affirming our heritage as a Catholic high school in the Lasallian tradition.*

## Overview

Founded in 1900, DeLaSalle High School initially served a small, all-male majority student body from local neighborhoods. The school has evolved to become a vibrant, multi-cultural community of 740 students from Minneapolis, St. Paul and 20 suburbs, some living as far as 30 miles away. Highly regarded for its academic excellence as well as its inclusive and welcoming environment, the school annually receives more than 400 applications for 200 available seats. The most racially, ethnically, and socio-economically diverse private high school in Minnesota, DeLaSalle provides more than \$3.25 million dollars in financial assistance to 54% of its student body.

Located on historic Nicollet Island, in the middle of the Mississippi River, alongside downtown Minneapolis, DeLaSalle is the “Home of the Islanders.” With more than \$25 million of building updates and additions in the past two decades, the campus includes the state-of-the-art Richard M. Schulze Center for Innovative Learning, new athletic facilities, renovated classrooms and science labs, three building additions, as well as technology, maker-space and theater space enhancements.

## Academic Excellence

DeLaSalle students are committed to excellence. In the past decade, more than 90 students have been recognized as National Merit Scholars, and approximately one-third of the most recent graduating class earned an ACT composite score in the top 10% of the nation. From National History Day medalists to National Quiz Bowl finalists to National Art Honor Society winners, students shine across many disciplines. Students annually contribute more than 20,000 hours of community service to non-profits regionally and nationally. On the island, more than 50 activities — sports teams, theater productions, musical performances, student council, math league, mock trial, robotics, and many more — provide numerous opportunities for students to grow, lead, and excel.



The faculty and staff have an unwavering dedication to the school’s mission, delivering with great skill challenging, innovative coursework, including 15 AP courses. Through mentoring programs and guidance services, faculty and staff cultivate strong relationships with students, creating an engaging environment for students to pursue their academic and extra-curricular interests.

Since 2000, 98% of graduates annually have matriculated to colleges and universities in 36 states and seven countries; more than 50% of graduates have earned academic scholarships from post-secondary institutions. For generations, DeLaSalle has offered an education steeped in Lasallian values, preparing young adults for lives of learning, faith, and service to their local, national, and global communities.

# AT A GLANCE

- DeLaSalle is a Catholic, college-preparatory program for students in grades 9-12.
- Located on Nicollet Island, the campus includes three inter-connected academic buildings, Christian Brothers residence, athletic field, parking areas and green space.
- Students and athletic teams are known as Islanders.

## Students

- Total enrollment of approximately 740 students (48% male; 52% female).
- 48% students of color: 28% African American, 14% Latino; 5% Asian, 1% Native American.
- Students hail from 22 urban and suburban communities and represent 125 middle schools.
- 65% self-identify as Catholic.
- 98% matriculate to post-secondary colleges and universities.

## Education

- 107 courses offered annually, at a regular college prep level or at a honors/AP level.
- Awarded “Excellence in Education” by AdvancED, the school’s accreditation agency. DeLaSalle was the only school in Minnesota to receive this honor in 2018.
- Member of the Archdiocese of Saint Paul and Minneapolis, Christian Brothers of the Midwest, AdvancED, Minnesota Independent School Forum, and the Minnesota High School League.



Graduates in 1919

## Activities

- 23 athletic teams, and over 25 fine arts and activity options, with several earning all-conference and state-level competition and championships.
- 90 percent of the student body will join at least one activity each year, and over 75 percent will join two or more.

## Administration, Board, and Alumni

- 102 full-time and part-time employees (52 faculty, 50 staff); 33 are alumni.
- 24 members on current Board of Trustees.
- 15,000 alumni, approximately 50% connected by email.

## Financial Snapshot (2019-2020 academic year)

- \$13.1 million overall budget.
- \$14,275 tuition.
- \$3.25 million in total aid and scholarships
- 54% of students receive need-based aid
- 44% of students receive merit-based scholarships
- \$6.9 million endowment.
- \$4.5 million debt.
- \$5.4 million cash reserve.
- \$3.4 million of donations raised annually.



Graduates in 2019

# ABOUT DELASALLE

## Catholic and Lasallian Identity

One of 14 Catholic high schools in the Archdiocese of Saint Paul and Minneapolis, DeLaSalle embraces its Catholic Lasallian heritage. Since the school's founding, Christian Brothers have guided students in their academic studies and spiritual development. As Lasallian educators, faculty and staff challenge students to serve others, especially the disadvantaged, and to become inquiring, critical, and open-minded thinkers. For the first 112 years of the school's history, the Christian Brothers selected the chief administrator. That tradition changed in 2012, when Barry Lieske was named President by the Board of Trustees. He will retire in June 2020, after 41 years of service to DeLaSalle.

DeLaSalle welcomes students of all faiths and denominations. Regardless of faith tradition, students are required to take courses in theology every year, attend school liturgical celebrations, and participate in grade-level retreats.

## Student Body

DeLaSalle's lively student body — a vibrant mosaic of life experiences, economic levels, cultural perspectives, family circumstances, and political views — brings a multi-cultural lens to all learning. In addition to undertaking rigorous coursework, students deepen their learning and broaden their perspectives through assemblies, which include liturgies, guest speakers, and pep fests. DeLaSalle transforms students' understanding as to what it means to be well-educated.

Enrollment has consistently grown over the past two decades, with 740 students registered for the 2019-2020 academic year. Arriving from 125 different middle schools, many students begin freshmen year knowing just a few peers. By the end of orientation, however, students quickly become Islanders.

## Faculty and Staff

With great dedication, the faculty and staff prepare students for post-secondary options, through challenging coursework and opportunities for personal and spiritual growth. Together, faculty and staff offer more than 100 courses annually. More than 70 percent of the teaching staff has earned master's or doctorate degrees. In addition to their classroom responsibilities, employees coach, moderate or direct student activities. With an average tenure of 11 years, the faculty has a healthy mix of newcomers and veterans.



The administrative team includes the President, Principal, Vice President for Advancement, Vice President for Lasallian Ministry, Senior Advancement Officer, Assistant Principal, Deans of Students, Director of Facilities, Chief Financial Officer, IT Director, and Director of Student Activities.

## Board of Trustees

The Board of Trustees, working closely with the President, establishes and evaluates the organization's mission, values and vision. The current 24-member Board includes entrepreneurs, business executives, attorneys, educators, doctors, and other community volunteers. In addition, a Christian Brother, a member of the clergy, and a lay representative from the Archdiocese serve on the Board. Alumni are well represented, with 11 alumni among the 24 members.

The Board has seven committees: Executive, Development, Finance, Investment, Academic Affairs and Student Life, Board Affairs, and Facilities. The full Board meets five times per year and delegates much of its detail work to committees, which meet regularly and provide recommendations to the Board and support to the administration. Members have three-year terms, with eligibility for reelection to a second term.

# PROGRAM HIGHLIGHTS

## Academic

DeLaSalle has a selective admissions policy, predicated on a student's commitment to Catholic Lasallian education and college preparatory academics. During their tenure, students complete coursework in theology, English, social studies, mathematics, science, modern language, fine arts, health, wellness, and physical education.

To complement the core coursework, an array of electives — from engineering to astronomy to anthropology — provide numerous ways for students to indulge their intellectual curiosity. All courses are taught either at the regular college preparatory level or at an honors or AP level. Currently, DeLaSalle offers 15 AP courses for college credit.

## Faith Formation

DeLaSalle provides many opportunities throughout the year for students to deepen their relationship with God, neighbor and self.

- In theology courses, students study the intellectual and moral tradition of the Catholic Church, research social justice principles, and strengthen their spiritual life through prayer and meditation.
- Grade-level retreats build class unity and give students structured opportunities to contemplate their faith journeys.
- Through the required Christian Service program, students volunteer at least 60 hours and write reflections on their service.
- Lasallian Ministry engages students to serve others in many ways, including hosting "Starry Night Prom," a semi-formal dance held each May at DeLaSalle for 1,400 guests with disabilities.



## Technology

DeLaSalle was among the first schools in Minnesota to implement a 1:1 technology initiative, distributing iPads to every student and creating innovative programs in cloud technology and communication. The curriculum has been redesigned to optimize research and collaboration opportunities available through new technology platforms.

For example, during the 2018-2019 academic year, for a Global Advanced Problem Solving class, 16 DeLaSalle students and a peer group at a Lasallian school in Spain co-enrolled in a bi-lingual science class, met daily in an online forum, and together researched how various environmental issues are affecting their respective countries.

## Academic Support Systems

- Guidance and Counseling staff discuss academic concerns, social and emotional challenges, future coursework selection, and college admissions planning with students. The staff also administers standardized tests to measure the academic progress of students.
- Through the Academic Mentors Program, faculty and staff members regularly meet with a group of 10-12 students from all grade levels, as another resource to help students succeed academically.
- A Learning Specialist partners with students who have unique learning needs, such as 504 plans and individual education plans.

# PROGRAM HIGHLIGHTS



## Global Advantage

The Global Advantage program puts DeLaSalle on the map as an innovative institution by offering opportunities for international study, either as an exchange student or as part of group travel.

Through collaborative relationships with universities, students can earn college credits through rigorous international travel courses in a variety of subjects — art, architecture, anthropology, biology, economics, ecology, public health, and Spanish — at locations throughout the world.

## Fine Arts

Students unleash creative energy through fine arts coursework and performances:

- Visual arts: Students express themselves through visual arts, drawing and painting, graphic design, and photography; those pursuing art-related careers can take AP Studio Art.
- Music: Musicians flourish in beginning, concert and symphonic bands, chamber orchestra, and bel canto and a cappella choirs.
- Theater: Stage performers, student directors, and technical support teams showcase their imaginations and talent.

On average, more than 80% of students are enrolled in a fine arts class in a given semester. When the final bell rings, the art club, theater productions (annually, at least six dramas, comedies, and musicals), and seasonal concerts give students many opportunities to shine.



## Athletics

DeLaSalle offers a robust program of athletics, with a wide range of sports for students to explore. The school has a “no-cut” policy for 9th graders, affording freshmen the opportunity to try something new. Teams include baseball, basketball, competition cheer, cross country, football, golf, hockey, lacrosse, sideline cheer, soccer, softball, swimming, tennis, track and field, volleyball, and wrestling.

Islanders are known for their competitive energy and lively student cheering. In the past five years, multiple teams and individuals have qualified for state-level competitions, including boys’ and girls’ basketball, soccer, football, competition cheer, swimming, and track and field.

## Other Activities

There’s something for everyone: chess club, environmental club, math league, mock trial, quiz bowl (qualified for Nationals for the 12th year in a row), student council, robotics club, Technovation coding club, yearbook, Lasallians for Equity and Peace, speech club, reading clubs, political affairs club, and more. In addition, for the 2018-2019 academic year, 179 juniors and seniors were members of the National Honor Society, recognized for their academic excellence and service to the community.



# OPPORTUNITIES AND CHALLENGES: BUILDING BRIDGES

Nicollet Island has been a part of the cultural, economic, and social history of Minneapolis for more than 150 years. Home to DeLaSalle, the island lies in the middle of the Mississippi River, crossed by the Hennepin Avenue Bridge, which connects the city's northeast neighborhoods with downtown Minneapolis. Each day, staff, faculty and students from every corner of the Twin Cities metropolitan region travel across the bridge, arriving on Nicollet Island to be part of our highly diverse learning community.

**The new President will be first and foremost a bridge builder, forging deep connections with:**

## Students and Parents

The President touches the hearts of students by knowing them personally and motivating them to grow in their intellect, faith, and service to others. Visible and approachable — whether in hallways, in classrooms, at sporting or theater events, or at parent conferences — the President builds connections with students and their families, ensuring all feel welcome, known, and valued.

## Faculty and Staff

To be effective, the President maintains open lines of communication with faculty and staff and invites their recommendations as issues arise. By seeking input and developing a collaborative approach to fostering change, the President will be able to effectively implement strategies and policies that enhance the overall student experience.

## Alumni and Benefactors

The President plays a pivotal role in fundraising. The school's benefactors, many of who are loyal alumni, generously provide more than \$3.4 million dollars annually to fund scholarships, program needs, and building improvements. Supported by an advancement team, the President has a crucial role in cultivating steadfast benefactors who have made transformative gifts as well as prospects capable of significant donations. In addition, the President will spearhead efforts to expand alumni engagement activities to broaden the school's donor base.

## Board of Trustees

The Board of Trustees shapes the long-term strategic direction of the school. Collectively, the trustees bring deep experience and a wide network of contacts to support the President in crucial areas, including development, financial planning and investment management. By developing strong relationships with trustees, the President will have the alignment needed to advance a strategic vision for DeLaSalle's future.

## Archdiocesan and Christian Brothers Leadership

DeLaSalle benefits from strong relationships with the Archdiocese of Saint Paul and Minneapolis and the Christian Brothers of the Midwest. The President meets with Archdiocesan leadership and other high school presidents to discuss issues facing Catholic educators. In addition, the President confers with the Christian Brothers Provincial, based in Chicago, on matters relating to the Lasallian mission. It will continue to be a high priority for the President to cultivate positive working relationships with Archdiocesan and Christian Brothers leadership.

## Future Islanders

For the school to continue to thrive, it is vital that the President be able to articulate a bold, forward-looking vision that differentiates DeLaSalle in a highly competitive school marketplace. The President will have an active role in expanding admissions efforts, building bridges with feeder-school leadership, and persuading families to select DeLaSalle as their school of choice.

## Neighborhood, City, and State Officials

As the external spokesperson for the school, the President responds to neighborhood, city, and state officials on a number of issues affecting the school. During a typical year, the President collaborates with the local neighborhood association, the Mayor, Park Board members, City Council members, the State Department of Education staff, state legislators, and other officials to advance the school's interests.

# RESPONSIBILITIES OF THE PRESIDENT

The President is hired by, and responsible to, the Board of Trustees. The President is an ex officio voting member of the Board. The President will have a yearly evaluation conducted by the Board of Trustees, based on the duties and responsibilities listed below. As the chief executive officer, the President is ultimately responsible for the following:

## Educational Excellence

- Promote within the school community a commitment to excellence in academic and extra-curricular achievements, an ethos of compassionate service to those in need, and an appreciation for the value of cultural and socio-economic diversity.
- Lead efforts to continually improve academic programs and the educational experience of students.
- Advance the school's objective of integrated equity and opportunity by addressing achievement gaps among students to ensure all students are academically prepared for college.

## Catholic Identity

- Serve as an authentic and passionate advocate for Catholic Lasallian education.
- Ensure that the Catholic intellectual and moral tradition remain central to the school's identity and vision, while appreciating and including other faith traditions.
- Educate students to understand Catholic social principles and to advocate for greater social justice.
- Work in collaboration with the Christian Brothers of the Midwest and the Archdiocese of Saint Paul and Minneapolis.

## Commitment to Equity and Inclusiveness

- Demonstrate a personal commitment to equity and inclusiveness.
- Establish programs that support diversity, improve the intercultural competency of faculty, staff, and students, and nurture and celebrate the unique gifts of all community members.
- Develop and execute strategies to recruit and retain faculty and staff from underrepresented communities.

## Financial Viability

- Steward the financial operations and assets of the school to ensure its financial viability, including oversight of the annual operating budget and financial assets.
- Develop and recommend an annual budget and provide interim financial reports to the Board of Trustees.
- Serve as the school's chief fundraiser and ambassador. Cultivate prospects for major and planned gifts while building ever-stronger relationships with current benefactors. Secure significant major gifts to support the school's mission and strategic plan.

## Administrative Leadership

- Promote the mission and vision to community stakeholders, including current and prospective families, faculty, staff, alumni, benefactors, feeder school leadership, the general public, governmental agencies, companies and non-profits, thereby strengthening the school's overall visibility and reputation for academic excellence with external audiences.
- Drive the collaborative work of the leadership team with an emphasis on team building, mentorship and talent development in support of the school's strategic goals.
- Provide overarching strategy for recruiting new students and maintaining enrollment.
- Encourage a culture of innovation and improvement, where candor, diverse views and constructive dialogue are welcomed and encouraged.
- Appoint principal and leadership team and conduct annual evaluations. Approve hiring recommendations for faculty and staff.
- Oversee the improvement and maintenance of campus facilities and resources to ensure safety and security and to provide an ideal learning environment for students and employees.

## Strategic Plan Implementation

- In partnership with the Board of Trustees, lead efforts to enhance the strategic plan, "DeLaSalle: Together and By Association." In coordination with the Board of Trustees, define specific annual benchmarks that advance strategic plan objectives and establish policies and programs to reach those benchmarks.

# QUALIFICATIONS AND PERSONAL CHARACTERISTICS

The successful candidate for President will be an experienced and accomplished leader with a high level of energy, drive, and commitment to the school's mission. Input sessions from faculty, students, staff, alumni, parents, and friends resulted in a description of needed qualifications and characteristics. The successful candidate will bring many, if not all, of the following professional skills and personal attributes:

## Professional Skills

- Record of success as a visionary executive — at a secondary school, college, non-profit, business or professional organization — with expertise in developing budgets, achieving annual and long-term financial goals, enhancing marketing and outreach strategies, and implementing strategic plans;
- Proven ability as an effective spokesperson to engage, inspire, and unify stakeholders;
- Experience with soliciting significant philanthropic gifts and expanding sources of revenues;
- Record of personal commitment to equity and inclusiveness. Record of success in or commitment to recruiting and retaining a diverse workforce;
- Experience in utilizing a transparent, collaborative process in decision-making that invites and considers multiple perspectives;

- Proven ability to inspire and motivate faculty while driving continuous improvement in academic curricula, including implementing programs to ensure all students are prepared for college; and
- Experience fostering excellence in academic and extra-curricular achievement, an ethos of compassionate service to those in need, and an appreciation for the value of cultural and socio-economic diversity.

## Personal Attributes

- A Roman Catholic who either possesses a Lasallian background or is willing to attend Lasallian formation opportunities;
- Doctorate or equivalent terminal degree preferred, master's degree required;
- An enthusiastic ambassador with exceptional relationship-building and communication skills;
- A dynamic leader who is visible, accessible, open-minded, and approachable; and
- An accomplished individual with energy, humility, and vision.



# SEARCH PROCESS

The Board of Trustees has retained CohenTaylor, an executive search firm, to guide the search process.

## Inquiries and Applications

For more information or to recommend a potential candidate, please send an email to [info@cohentaylor.com](mailto:info@cohentaylor.com).

Candidates should send a letter detailing how the applicant's skills, knowledge, and experience match the responsibilities of the position along with either a curriculum vitae or resume to [info@cohentaylor.com](mailto:info@cohentaylor.com).

All inquiries and applications will remain confidential. The Board of Trustees expects to announce the name of the successful candidate in early 2020. The new President will assume responsibilities on July 1, 2020.

## Non-Discrimination Policy

DeLaSalle High School complies with applicable civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. With respect to religion and creed, as permitted by law, the school reserves the right to exercise discretion in employment decisions to employ persons who share and are committed to the values and mission of the school.

# CohenTaylor

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