Sacred Heart Cathedral Preparatory, a Lasallian Vincentian Catholic high school enrolling students in grades nine through 12, has initiated a search for its next President, who will assume leadership in July 2018. The school seeks a dynamic, experienced individual who is a practicing Catholic, whose inspirational leadership will ensure the continuation of an excellent academic program, and who will promote the mission and values of the school.

Sacred Heart Cathedral Preparatory is San Francisco’s oldest Catholic, co-educational high school. The new President will lead a community of over 1,200 families, 92 faculty members and 68 staff members. Students come from the greater San Francisco Bay Area and represent a mixture of racial, ethnic, religious and socio-economic backgrounds.

The leadership team of the President consists of the President, Principal, Director of Enrollment, Vice President for Advancement, Director of Communications and Marketing, Director of Human Resources and Vice President for Finance and Facilities.

The school is accredited by the Western Association of Schools and Colleges (WASC) and the Western Catholic Educational Association (WCEA).

SF Archdiocese
Christian Brothers
Daughters of Charity
THE SCHOOL: ITS HISTORY & MISSION

The history of Sacred Heart Cathedral Preparatory (SHC) dates back to 1852, with a request by Bishop Joseph Alemany to the Daughters of Charity in Maryland to come to San Francisco to serve the city’s youth. The sisters established an orphanage and girls’ day school called St. Vincent’s. As the city’s population grew steadily, the Christian Brothers opened St. Peter’s Parochial School (later Sacred Heart High School) in 1868, in an effort to serve the growing elementary school population. The devastating 1906 earthquake destroyed both schools; St. Vincent’s was rebuilt, relocated three times and eventually renamed Cathedral High School. Sacred Heart High School was reconstructed as well. In 1967, the Christian Brothers and the Daughters of Charity started the conversation to work toward merging the two schools, which shared a similarity of mission and vision to serve their youth. The merger was completed in 1987 and the unified school was renamed Sacred Heart Cathedral Preparatory.

The school’s mission and philosophy are graces that unite the school as a Catholic and faith-filled community and are represented in all of SHC’s classes, activities and athletic events. The school develops students of strong moral character as well as educates the whole student, with the goal of graduating students who understand and are committed to their own faith journey. The uniqueness of SHC rests with its desire to provide a quality Catholic and values-centered education to students of diverse racial, ethnic and economic backgrounds, with a rigorous academic program that prepares all students for college.

THE SCHOOL COMMUNITY

Sacred Heart Cathedral is a welcoming community where its Lasallian and Vincentian traditions and Catholic identity are interwoven into the fabric that makes it a special, inclusive place. SHC’s holistic approach ensures that education is a transformative experience—spiritually, intellectually and emotionally. The school is committed to diversity and celebrates the diversity of those it serves. The school community of faculty/staff, students, parents
and others is enthusiastic and supportive and is committed to its mission and vision. Everyone at SHC understands that a student’s educational success starts with relationships and the school is clearly a community where all of the students are known, encouraged and loved.

The faculty and staff at SHC are dedicated to fostering a deep understanding of what it means to be educated in a Lasallian Vincentian Catholic school. A majority of the faculty is comprised of seasoned, long-standing educators who are well-integrated with the newer members of the school teaching community. The faculty members value the close relationships they have with their students, identifying care and concern as earmarks of those relationships. They say that students feel loved and have an inner-connectedness with their teachers.

Parents and students speak highly of the academic environment at Sacred Heart Cathedral and of the deep sense of community among all who are in the school. They choose SHC for its mission and core values, the strength of the academics, the extensive array of co-curricular opportunities and for the diversity and warmth of its inclusive community. Students feel welcomed as soon as they step onto campus. They love their teachers and forge strong connections with them. The culture of the student body is one that emphasizes the importance of community and support for one another, one that is imbued with respect for one another. There is a strong sense of inclusivity and the desire to treat each other well. Pride in their school and excitement about their peers’ successes are important to them. The faculty are guided by a deep understanding of what it means to teach at SHC and have a strong commitment to its mission and values. They pride themselves on having a strong sense of community and appreciate supportive relationships from their colleagues.

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**SACRED HEART CATHEDRAL TODAY**

SHC is situated in the heart of San Francisco, next to St. Mary’s Cathedral, and is only steps away from the San Francisco Ballet, the Opera House, City Hall, countless high-tech corporations, the theater district and the new California Pacific Medical Center.
(CPMC) Hospital. The urban campus gives students direct access to the incredible resources and culture that makes San Francisco one of the most desirable cities on earth.

The school occupies multiple buildings and athletic fields that have been acquired over the years and is separated by busy streets. The La Salle Campus, located at 1055 Ellis Street, has been remodeled to include the Sister Teresa Piro, DC. Student Life Center, with a dining hall and pavilion; La Salle Plaza; and a six-floor Academic Building with classrooms and a spacious, sun-lit library. The De Paul Campus for the Arts, at 1100 Ellis Street, contains the new Sister Caroline Collins, DC, Theater and classrooms.

As a Catholic School, Sacred Heart Cathedral emphasizes the personal and spiritual development of its young men and women. In addition to the four-year theology curriculum there are a variety of opportunities for Mass, prayer, retreats and service. Service learning, an academic and spiritual requirement, is an integral part of the experience for the students at Sacred Heart Cathedral. The college-preparatory curriculum includes seven academic departments; academic, honors and Advanced Placement classes as well as elective classes are available to students. The challenging academic program strives to engage the whole student with a strong learning infrastructure and integrated co-curriculars that support educational excellence and individualized learning. A dynamic blend of liberal arts and scientific inquiry develops resourceful, independent thinkers. The 75-minute block schedule facilitates project-based, student-centered and collaborative learning. For more information about the program, including retreats, service, arts and athletics, please click here.

Several programs serve to enhance and support the diverse leaning environment. The De Paul Scholars Program engages students in a world of ideas, solving real-world challenges of injustice and inequality, and includes summer workshops and enrichment courses, in addition to dedicated English and Social Studies classes culminating in a college-level discussion course. The Inquiry & Innovation Program is a dynamic four-year program that focuses on STEM (science, technology, engineering and math), using project-based learning and evolving 21st century learning tools that inspires students to ask critical questions and discover inventive solutions to complex challenges. The Piro Program provides a Lasallian Vincentian Catholic education to students in need, aiming to end the cycle of poverty through significant tuition assistance and tremendous personal and academic support.
GOVERNANCE

A governance structure for Sacred Heart Cathedral (The Governance Board) has been established that provides for representation of the Archdiocese of San Francisco, the Christian Brothers and the Daughters of Charity. The Governance Board for Sacred Heart Cathedral Prep is comprised of three representatives from the Daughters of Charity, three representatives from the Christian Brothers, three representatives from the Archdiocese of San Francisco, and the Archbishop of San Francisco. The Governance Board has set in place a Council to “fulfill the monitoring responsibilities of the Governance Board,” and the Governance Board retains specific rights as articulated in the Bylaws for Sacred Heart Cathedral.

Sacred Heart Cathedral also has the benefit of an advisory Board (Board of Regents). This group works with the President in an advisory capacity by providing the necessary skills, expertise and resources to assist the President in such key areas as fundraising, strategic planning, capital improvements, etc.

The Governance Board recognizes the critical importance of finding the right President to lead the school into its next phase of academic and fund development. The Board has been diligent in preparing to conduct a thorough, effective search for the next President for SHC.

FINANCE AND DEVELOPMENT

The school is financially stable and has an overall annual budget of approximately $30 million. Tuition, which comprises the majority of the school’s revenue, is set at $19,000 for the 2017-18 academic year. Financial Aid and scholarships totaled approximately $4.2 million for the 2017-18 school year. Twenty-two percent of families receive need-based financial aid; the average financial aid award is $10,699.

KEY AREAS OF FOCUS FOR THE NEXT PRESIDENT

The President is responsible for the Lasallian Vincentian Catholic identity of SHC and oversees all aspects of school operation. He/she will preserve and advance the school’s exceptional educational program; guide its dedicated faculty and staff; value and ar-
articulate the school’s special qualities of a diverse and caring community to the broader community; maintain and model its Catholic ethos, mission and Lasallian Vincentian traditions; and lead the school in the development of its key strategic priorities.

**Catholic Identity:**
The next President will be entrusted to promote the Catholic identity and to carry on the mission, tradition and charisms of the Christian Brothers and the Daughters of Charity. Specifically, the next President must ensure that these foundational elements shape all that is done at Sacred Heart Cathedral Preparatory.

**Faculty:**
Sacred Heart Cathedral High School has a committed, dedicated, professional faculty. The President must continue to effectively galvanize and appropriately mobilize this talent to carry out the mission of the school as well as being attentive to attracting new faculty who will embrace the Catholic identity, mission and values of the school.

**Academic Excellence:**
Sacred Heart Cathedral is committed to serving a broad range of students while ensuring that each is challenged and achieving to the highest level they are capable. The President will lead faculty in the articulation of the pedagogical vision for the school, particularly in the context of SHC’s mission for education and the nature of today’s students. Specifically, she/he will work collaboratively with the Principal, the administrative team and faculty to ensure that the curriculum remains innovative, competitive and relevant, while honoring the mission, culture, legacy and history of the school. The overarching goal of this work with administration and faculty is to maintain a culture of excellence.

**Institutional Advancement:**
The President will be responsible for enhancing meaningful relationships both internally and externally with all constituents (i.e. the Archdiocese, Brothers, Daughters, faculty, parents, students, alumni, pastors, donors, the San Francisco community, etc.). The President must articulate and promote Sacred Heart Cathedral’s vision of faith and academic excellence within the context of a Lasallian Vincentian Catholic community dedicated to scholarship, faith and service. Also, the President will take a leading role in a comprehensive advancement program, which includes fundraising, enrollment management, as well as marketing and outreach to ensure that the school has the necessary resources to fulfill its vision and mission and maintain its strong position in the San Francisco community.
PROFESSIONAL QUALITIES

The Governance Board and the school community are interested in all candidates who can embrace, articulate and promote Sacred Heart Cathedral’s Lasallian Vincentian Catholic identity as well as its dedication to faith, academic excellence, and service. The President needs to be a visionary Catholic leader who is able to build a school faith community. The successful candidate is an energizing and inspirational individual, who can delegate effectively while ensuring accountability. The candidates should have most, if not all, of the following qualities:

- A practicing Catholic committed to furthering the Catholic identity and the charisms of the Daughters of Charity and the De La Salle Christian Brothers.
- A willingness to engage and work in strong collaboration with the Archdiocese, the Daughters and the Brothers to ensure that SHC is truly an outstanding Catholic secondary school.
- 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.
- An ability to articulate the school’s educational philosophy to inspire and motivate all constituencies.
- An academic visionary, who knows current trends in Catholic secondary education, with proven experience in enhancing strong academic and faith formation programs.
- The ability to work closely and comfortably with the Governance Board, the Council and the Board of Regents in building a true partnership in governance and leadership.
- A knowledge and understanding of an effective institutional advancement program, which includes fundraising and broader community involvement. The successful candidate must be comfortable asking for financial support and must have a commitment to developing a culture of philanthropy.
- A willingness to work closely and comfortably with the leadership team, faculty and staff to build a true partnership for the school.
• An understanding of organizational dynamics and systems to ensure strong collaboration among senior administration. In particular, the President must have an understanding of what constitutes an effective President-Principal model.

• A commitment to diversity, multiculturalism and globalism. Have the desire and skill to work with a diverse community in a meaningful and genuine manner.

• The desire to be present, visible and engaged with all SHC constituents. Also, provide for effective, clear communications with administration, faculty members, parents, students, community members and the Governance Board so that these groups are appropriately informed of potential issues and needs.

• Comfortable with being visible and making connections with the greater San Francisco community to enhance the school’s image and reputation in order to attract students from local communities as well as to increase the level of financial support.

• An understanding of the fundamentals of business and the economics of running a school.

• A commitment to collaboration and transparency that genuinely invites and respects the perspectives and views of others, yet is decisive when required.

• A graduate degree.

PERSONAL QUALITIES
Sacred Heart Cathedral seeks a faith-filled, committed Catholic who will serve as its community leader, who is willing to immerse himself/herself in the life of the school and who will honor and appreciate the foundational mission and values of the Brothers and Daughters. This individual is deeply spiritual and grounded in his/her own faith and possesses strong personal values and integrity. The successful individual will be someone with a warm, approachable presence and sense of humor. As a servant leader, the President will encourage administration, faculty and staff in a positive way, being a role-model and mentor to those around her/him. Additionally, the new President invites and connects easily with parents, teachers and students and is adept at drawing
from the collective wisdom of the community. The school desires their new leader to be a passionate, energetic, confident person of keen intellect, strong emotional intelligence, deep spirituality and integrity who will enjoy developing and guiding the Sacred Heart Cathedral community. This individual will have a true love of and appreciation for the school’s culture, its deep history and traditions, and for educating young people, a leader who can mentor and encourage administration, faculty and staff in a direct yet positive way. Finally, the new President’s actions and decisions will maintain and model the school’s Lasallian Vincentian Catholic mission.

SEARCH PROCESS
Sacred Heart Cathedral has engaged the national executive search firm, Educational Directions, Incorporated, to assist with the search. The Search Committee plans to complete the search in the Spring of 2018.

Candidates should submit all information as soon as possible, but not before first speaking with one of the Search Consultants:

Mathew Heersche, Ed.D.  mheersche@edu-directions.com
Risa Oganesoff Heersche rheersche@edu-directions.com

Electronic submission of materials is required. Please send materials in a consolidated pdf format. Reference letters should be submitted separately.

Candidates should submit the following documents:

• Cover letter explaining their interest and qualifications for the Presidency at Sacred Heart Cathedral Preparatory
• Brief personal statement that includes the candidate’s thoughts on leading SHC
• Current resume
• Names, e-mail addresses and telephone numbers of five references
• Two written letters of reference