



ST. MICHAEL'S  
HIGH SCHOOL

Santa Fe, NM  
Est. 1859

President Search  
For July 2021



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### A UNIQUE OPPORTUNITY - St. Michael's High School President

St. Michael's High School located in Santa Fe, NM, has opened a search for a president, commencing work in July 2021. Established in 1859, St. Michael's High School is a coeducational Christian Brothers Catholic high school for students grades 7-12, dedicated to academic excellence.

The president will provide mission-centered leadership to ensure strong academic and co-curricular programs permeated by the Catholic faith in the Lasallian tradition. St. Michael's High School is fully accredited by the state of New Mexico and the AdvancED accreditation association.

[Click Here to Experience the St. Michael's Difference](#)





## The School

The Christian Brothers operate over 100 Lasallian schools in the United States, with hundreds more throughout the world. A Lasallian education is characterized by schools centered on and attentive to the needs of young people; schools that are open to all and that function well; schools in which teachers see themselves as ministers of grace; schools maintained “together and by association”; and schools that celebrate and help people live in accordance with the Gospel.

St. Michael’s own history begins with Archbishop Lamy, who in the summer of 1859 sent Brothers of the Christian Schools to teach in Santa Fe. Four brothers were selected for Santa Fe: Brothers Hilarien, Gondulph, Geramius and Galmier Joseph. The brothers arrived in Santa Fe on October 27, 1859 and, after a short two-week preparation, the first boarders were received on November 9, 1859. Class instruction began on November 22 of the same year.

Eleven years later, amid difficult times, Brother Botulph Schneider received direction from his superior: “Go to Santa Fe and make it go!” Brother Botulph brought a new spirit of joy and enthusiasm to his co-laborers. He raised money for the upgrading and development of St. Michael’s and expanded the school’s facilities. During his 36 years as director, the school’s reputation spread. In 1876, St. Michael’s conferred diplomas upon its first class of graduates.

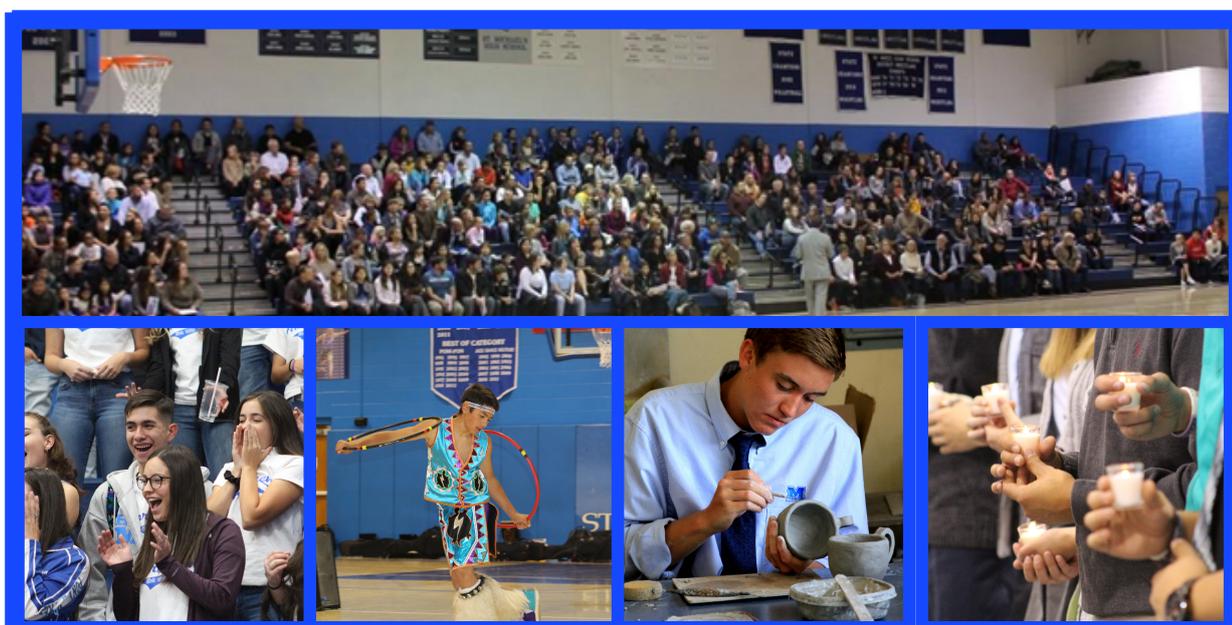
Fast forward to 1967, when a new St. Michael’s opened on Siringo Road after the land and older buildings were sold to the State of New Mexico. Shortly thereafter, in 1968, St. Michael’s became co-ed when Loretto Academy, an all-girls school, closed. The St. Michael’s Foundation was formally and separately incorporated in 1990 to help raise money for the school with funds primarily going to tuition assistance. Between 1997 and 2006, new construction added science labs, a student parking lot, the Tipton Sports Center and La Salle Hall, adding classroom and office spaces. In 2019, St. Michael’s celebrated its 160-year anniversary.

Today, the school is as strong as ever. St. Michael's is a place of optimism and love. The school has been, and continues to be, a center of lively learning and genuine concern for the personal growth of young people. The primary goal as educators of youth is the one defined by St. John Baptist de La Salle: that the young people in our care learn to commit themselves to living the gospel as seen in the life of Jesus Christ.

St. Michael's education values lifelong learning, active social participation and physical health and fitness. To that end, the students learn: to communicate effectively and think critically; to compute, measure and estimate; to understand scientific methods and principles; the history and geography of the world and understand the political and economic structure of the nation; to appreciate the fine arts; and to value their health and physical fitness. They will be able to perform the necessary practical skills required in society and possess a cultural literacy that provides a common reference point with other people.

There is a strong sense of community and legacy among the students, teachers and staff as well as with the alumni and the board. The students represent the rich and historic diversity of Northern New Mexico. All school members spoke to the mission that is embedded in everything that they do. The core values of Lasallian education, particularly educating the underserved and the focus on social justice, resonate with the community. One administrator noted that they "hang their hat on academics but community and the caring touch" are what makes St. Michael's special.

St. Michael's rich academic environment opens the minds of students to new paths of learning. St. Michael's curriculum is designed to meet the requirements of the nation's most prestigious colleges and universities. In addition, the Lasallian approach to learning enables students to gain confidence in themselves academically, as well as spiritually and emotionally, and thus enter college well prepared - not just for academic study but for the social and emotional challenges that college students face. Students discover talents and interests they didn't know they had, allowing them to live a rich and rewarding life and to be upstanding members of our local and regional societies. Please click on the following links to learn more about [academic programs](#), [spiritual life](#) and [student life](#).



# HORSEMEN

## Mission

St. Michael's High School, with a college preparatory curriculum, has as its mission to educate each student in the spirit of faith and academic excellence according to Roman Catholic principles of the Christian Brothers.

## Vision

St. Michael's High School inspires the transforming of lives and serves in our community as the model for educational excellence focusing on the spiritual, intellectual, academic, moral, emotional, and physical growth of our students.

## Five Lasallian Core Principals

Lasallian schools are characterized by a 300-plus year tradition of student-centered, salvation-centered education. This tradition is well-expressed in the Five Core Principles of Lasallian Schools:

- Concern for the Poor and Social Justice
- Quality Education
- Inclusive Community
- Respect for All Persons
- Faith in the Presence of God





## Santa Fe

Santa Fe, as noted on the city's [website](#), is situated 7,000 feet in the foothills of the southern Rocky Mountains. Founded between 1607 and 1610, it is the highest and oldest capital in the U.S. With a population of 70,000, Santa Fe, which means Holy Faith in Spanish, is New Mexico's fourth largest city and offers a mix of cultures and deep history which makes for a unique community. Living in Santa Fe provides residents a small town feel as well as access to a wide range of outdoor activities, art galleries, museums and fine and performing arts. To learn more about Santa Fe and what it has to offer please [click here](#).

## Sponsorship/Lasallian Charism

St. Michael's High School is sponsored by the Brothers of the Christian Schools and is one of 1,600 Lasallian educational institutions located in over 80 countries worldwide. The Christian Brothers were founded in 1682 by St. John Baptist De La Salle, who was named Patron Saint of Teachers by the Catholic Church in 1950. Many characteristics of modern education we take for granted first appeared in De La Salle's schools. However, what truly made De La Salle the educational pioneer and innovator he was, 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.

## Three essential characteristics form the core of the Lasallian School

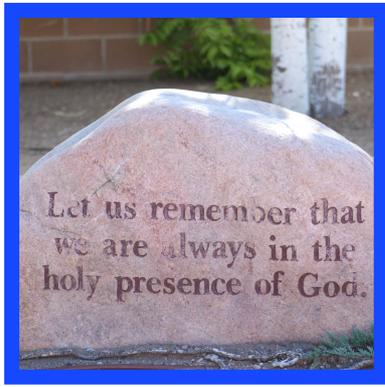
Teaching viewed as a ministry of grace.

Association, that is, the achievement of the school's goals through the collaborative efforts of teachers sharing the same vision and values of the gospel.

The effective management of the schools so as to achieve the intellectual, cultural, religious and vocational formation of the students through a curriculum suited to their needs and based on Christian values.

[See Christian Brothers and the Lasallian District of San Francisco New Orleans for further information.](#)





## Governance--Board of Trustees

The 11-member board of trustees is comprised of former parents as well as alumni, a Christian Brother and members of the greater community. The board governs on behalf of the school's sponsor, De La Salle Christian Brothers, and uses the policy governance model. The board's work is guided by the Ends Policies, which are developed and monitored in four key areas:

Whom will the school serve, what results are expected for students and at what cost?

The boundaries in which the school's management can operate.

The definition of the distinct roles between the Board and the CEO.

The nature of how the Board will perform its governance role and conduct its business.

The board is strategic in its work and uses a system of checks and balances to ensure accountability. The Trustees demonstrate a tremendous loyalty and dedication to the mission of St. Michael's High School and its continued growth and development. The board's ultimate goal is to ensure the continued presence and success of a Lasallian Catholic college preparatory school in Santa Fe.

## The Future

The president must articulate St. Michael High School's vision of faith and academic excellence within the context of a Lasallian Catholic community dedicated to scholarship, faith and service. The challenge is to continue developing as an independent Catholic school and providing an appropriate educational experience that truly prepares students for the challenges of today's world without losing the essence of what makes St. Michael's the school that it is. The students and faculty are at the heart of the St. Michael's experience and should receive the president's highest attention.



The next president will embrace the community, culture and purpose of St. Michael's and establish a shared vision for the future. In collaboration with the board, the president will ensure a clear vision for St. Michael's, one that is grounded in its Lasallian charism and core values; continue to advance the school's exceptional educational program; guide the school community as it looks to its future; value and articulate the school's special qualities of a diverse and caring community to the broader community; and maintain and model its Lasallian Catholic spirit, mission and traditions. The president will continue to advance efforts in enrollment and fundraising, faculty excellence, financial sustainability and program excellence. With this context, the critical areas of focus for the next president are:

### Lasallian Catholic Identity

The next president will be entrusted to promote the Lasallian Catholic identity and carry on the mission, tradition and charisms of the Christian Brothers. Specifically, she/he must ensure that these foundational elements shape all that is done at St. Michael's. Given this, the next president must ensure that she/he will develop a deep understanding of the Lasallian charism.

### Enrollment Management

Building upon a strategic marketing and outreach program, the president will lead the development and implementation of a comprehensive enrollment management plan that fully leverages the outstanding educational experience that St. Michael's provides as the only Catholic co-educational school in the area. This plan will also need to address such key issues as access and affordability, strategic use of financial aid and diversity. The president must also actively involve all St. Michael's constituents (board, administration, faculty, staff, alumni, foundation, parents) in this effort.



## Financial Sustainability

The president must ensure the viability of St. Michael's long-term finances by appropriately addressing critical issues, including tuition affordability, faculty and staff compensation, as well as other potential program revenue and intensive fundraising. He/she, in collaboration with the board of trustees, will work to continue to enhance the resources as well as establish policies and procedures that protect the long-term financial stability of the school and allow the school to fulfill its vision and mission to be successful and maintain its strong position in Santa Fe community.

## Faculty/Administration/Program

As a leader, the president must work closely with the principal and the leadership team as well as the faculty to continue to examine and develop St. Michael's outstanding educational program, ensuring that it provides academic rigor as well as to strengthen the competencies, experiences and skills that are relevant for today's students. It will be important for the president to support the continued growth of teachers, encourage strong collaboration among administration and faculty and ensure accountability. It is critical that the new president fully embrace the president/principal model and provide a clear understanding of roles and responsibilities within that model.

## Alumni Relations

St. Michael's has a deep rich history and alumni who strongly believe in the value of the education received at St. Michael's. While there is a strong connection to St. Michael's, the school recognizes that more work needs to be done to engage alumni in the present life of the school. The community will be looking to the president to enhance the alumni relations and outreach programs.

## Relationship Building

The next president must embrace both the St. Michael's community as well as the broader Santa Fe community. She/he will be responsible for enhancing meaningful relationships both internally and externally with all constituents including the Brothers, faculty, staff, parents, students, alums, pastors, donors and the greater community.



## Qualities Sought

The school seeks an experienced individual who is a practicing Catholic, whose inspirational leadership is student-centered and will embody the mission and values of the school which are grounded in the spirituality of the Christian Brothers. His or her actions and decisions will need to maintain and model both the core values of the Christian Brothers as well as the school's Catholic mission. The candidate should be willing to become an integral part of not only the St. Michael's community but also the broader Santa Fe community. She/he should have a particular interest in and sensitivity to the history and culture of Northern New Mexico.

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 have a true love of and embrace the school's culture and for educating young people, a leader who can mentor and encourage administration, faculty and staff to build a culture of trust that supports individuals to grow. The successful individual will be someone who takes the time to learn and embrace the community and connects easily with parents, teachers and students. The successful candidate is one who is adept at drawing from the collective wisdom of the community, with an ability to balance decisive leadership with respectful collaboration and inclusivity.

Candidates should demonstrate executive leadership, a strategic mindset and management abilities. Specifically, the new president's approach will be characterized by creativity, innovation, initiative and optimism. The successful candidates will have the following background, skills and competencies:

- A practicing Catholic committed to furthering the Catholic identity St. Michael's High School and the Lasallian charism, with a willingness to participate in Lasallian formation. Have a current knowledge of directions and issues in the Catholic Church, including pastoral, social and moral dimensions of church life and the role of Catholic educational institutions within the Church.
- A thorough understanding of Lasallian Catholic school philosophy and commitment to modeling the values of Lasallian Catholic educational leadership.
- Visionary, dynamic and entrepreneurial leadership and management skills, with demonstrated success in addressing immediate organizational needs while striving toward longer-term planning and goals with the commitment and support of all stakeholders.
- Exceptional interpersonal skills including proven ability to engage and inspire a wide range of stakeholders and to build creative and mutually beneficial relationships within the St. Michael's alumni and the greater philanthropic community.
- An ability to effectively market the strengths of the school, build community relationships and drive fundraising activities.
- Talent recruitment and development as well as team-based leadership that is collaborative, inclusive and transparent.
- Experience in building, coaching and empowering effective teams and holding team members accountable for performance.
- Effective, clear, consistent, and timely communication skills—listening, speaking, and writing—with administration, faculty members, parents, students, community members and the board so that these groups are appropriately informed of potential issues and needs.
- Encourage a culture of respect and kindness.

## Search Process

St. Michael's High School has engaged the national executive search firm Educational Directions to assist with the search. Candidates should submit all information as soon as possible, but not before first speaking with one of the search professionals:

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

Risa Oganessoff 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.

Interested and qualified candidates should submit the following:

Compelling letter of interest indicating how your skills, knowledge and experience match the philosophy and values of Catholic education and the charism of the Christian Brothers

Brief personal statement that includes the candidate's thoughts on leading St. Michael's High School

Complete résumé

A list of professional references, with email addresses and phone numbers. References will not be contacted without the permission of the candidate.

