



# JUSTIN-SIENA



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Napa CA

President  
July 2022

We are ALLHEART

We believe. We love. We will.



## Mission

Justin-Siena is a Catholic high school in the Lasallian tradition called to provide educational excellence in a loving, Christ-centered community that prepares students to serve and to lead in an ever-changing world.

## A Unique Opportunity

The board of trustees at Justin-Siena has opened a search for a president, whose term will begin July 2022. The president is hired by and is accountable to the school's board of trustees. The board 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 administrative leadership team, the president works in partnership with the administration, faculty, staff and families in the support of board initiatives.

## The School

Justin-Siena is a Lasallian, Catholic, co-educational, college preparatory school (grades 9-12). In 1966 two schools opened on adjacent campuses--Justin High School (for boys) sponsored by the De La Salle Christian Brothers and Siena High School (for girls) sponsored by the Dominican Sisters of San Rafael. The schools merged in 1972 and were co-sponsored until the end of the 2005-06 school year when the Dominican Sisters transferred their sponsorship to the De La Salle Christian Brothers. Justin-Siena High School is owned and operated by the Lasallian District of San Francisco New Orleans and continues today as part of a world-wide network of almost a thousand Lasallian schools found in 84 countries.

Justin-Siena provides a complete and well-rounded education, accessible to families in Napa, Sonoma and Solano counties. The outstanding college preparatory curriculum and a caring and loving community are hallmarks of the school. Students benefit from inspiration and mentorship from teachers, counselors and advisors. They have access to innovative arts and technology programs as well as competitive athletic programs. They embrace a schoolwide motto of being “ALLHEART”—aiming to make the most of what they have been given and living lives for the benefit of others. Justin-Siena students are “driven and selfless; relentless and altruistic for self and for others.” For more information please follow the link [here](#).

### [De La Salle Christian Brothers--Sponsorship](#)

Justin-Siena 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, proclaimed Patron Saint of Teachers by the Catholic Church in 1950. Many characteristics of modern education first appeared in De La Salle's schools. What truly made De La Salle the pioneer and educational innovator were two key tenets: 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.

De La Salle inspired the teachers with the following principle: “You should therefore have a great tenderness towards them and supply their spiritual needs to the best of your ability, looking upon these children as members of Jesus Christ and as his much loved ones” (Meditation for the feast of St. Nicholas).



Lasallian spirituality is rooted in De La Salle's "double contemplation" of our aspiration to be with God for eternity and the challenge faced by the poor and marginalized to achieve that end. Thus, Lasallian spirituality is rooted in the school as an instrument of Divine Grace, focused on the relationship between the teacher and the student and inspired by the salvific potential of a human and Christian education.

In harmony with Lasallian Spirituality, 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; and
- 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.

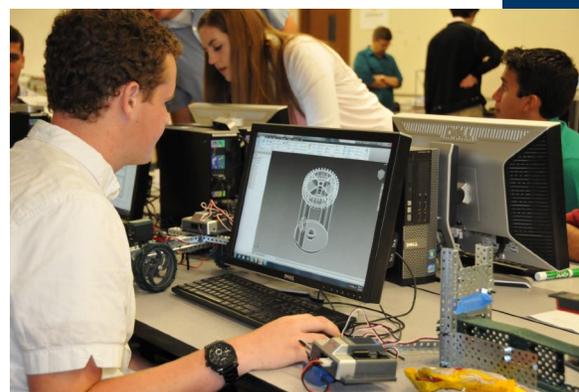
Click [here](#) for further information about the Christian Brothers and the Lasallian District of San Francisco New Orleans.

## Governance

Justin-Siena's board of trustees is comprised of nine representatives of the alumni (including past alumni parents), a Christian Brother, and other supporters of Justin-Siena. The trustees are strategic thinkers who have shown a tremendous dedication to the school's mission, core values and the continued growth and development of the school. The trustees recognize the critical importance of finding the right leader to guide the school into its next phase of development and will conduct a thorough, effective search for the president for Justin-Siena.

## The Future

The president is responsible for the Lasallian Catholic identity of Justin-Siena and oversees all aspects of school operation. In collaboration with the board, the president will continue the work outlined in the 2019-2024 strategic plan, a directive grounded in Lasallian charism and core values. He/she will preserve and advance the school's exceptional educational program; guide the Justin-Siena community as it looks to its future; value and articulate the school's special qualities of a diversity and care to the broader community; maintain and model its Lasallian Catholic ethos, mission and traditions; and guide the school in the implementing key strategic priorities.



Some areas of focus for the president are:

**Lasallian Catholic Identity:** The next president will be entrusted to promote the Lasallian Catholic identity and to carry on the mission, tradition and charisms of the Christian Brothers. Specifically, the president must ensure these foundational elements shape all that is done at Justin-Siena.

**Institutional Advancement:** The president must articulate the school's vision of faith and academic excellence within the context of a Lasallian Catholic community dedicated to scholarship, faith and service. Given its commitment to keeping the school affordable and its desire to make capital improvements, the president will need to continue to provide leadership in these key areas. Specifically, the school has embarked on a capital campaign to build faculty housing, complete classroom renovations (notably STEAM) provide locker rooms for girls and develop an endowment for the Lasallian Education Access Program ([LEAP](#)).

**Strategic Plan:** A well-articulated [strategic plan](#) was developed in 2019. The plan has guided the work of Justin-Siena and much progress has been made. The president must continue with the plan's implementation to move the school forward. It will be important that the community be informed of progress on the plan's goals.

**Diversity, Inclusion and Belonging:** Grounded in its Lasallian Catholic faith, Justin-Siena is committed to [diversity, inclusion and belonging](#). Justin-Siena "seeks to build on their Lasallian commitments of inclusive community and social justice to be a school where students are adults are welcomed and supported, and where their faces, voices and experiences are equality reflected and valued." The president must fully embrace this work to ensure Justin-Siena continues to develop a more respectful and inclusive community.

**Relationship Building:** The candidate should be willing to become an integral part of not only the Justin-Siena community but also the broader Napa Valley community. She/he will be responsible for enhancing meaningful relationships both internally and externally with all constituents.

## **Qualities Sought**

The board and the school community are interested in all candidates who embrace, articulate and promote Justin-Siena's Lasallian Catholic identity and its dedication to faith, academic excellence and service. Paramount to success is the candidate's proven ability to embrace the Lasallian Core Principles: Faith in the Presence of God; Respect for All Persons; Inclusive Community; Concern for the Poor and Social Justice; and Quality Education. The president is a mission-focused, visionary Catholic leader who is able to build upon a school faith community, with demonstrated experience in an educational setting. In addition to being a strategic thinker and skillful manager, the successful candidate is an energizing and inspirational individual who can delegate effectively while ensuring accountability.

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 embrace the



school's culture and for educating young people, and 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 about 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, and will balance decisive leadership with respectful collaboration and inclusivity.

Successful candidates will have background, skills and qualities that include most or all of the following:

- Be a practicing Catholic with an understanding of the Lasallian charism and the Core Principles (Faith in the Presence of God; Respect for All Persons; Inclusive Community; Concern for the Poor and Social Justice; and Quality Education) and/or a desire for further formation to develop an understanding and appreciation of the Lasallian charism and how it informs the life of Justin-Siena High School
- Have 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
- Aptitude for and commitment to financial management and fundraising
- Ability and desire to forge relationships with all school constituencies
- Strategic sensibility
- Team-based leadership that is collaborative, inclusive and transparent
- Able to demonstrate executive leadership and management abilities

## Search Process

Justin-Siena has engaged the national executive search firm, Educational Directions, to assist with the search. Candidates should submit all information as soon as possible to:

Mathew Heersche, Ed.D.  
[mheersche@edu-directions.com](mailto:mheersche@edu-directions.com)

Risa Oganessoff Heersche  
[rheersche@edu-directions.com](mailto:rheersche@edu-directions.com)

Electronic submission of materials is required. **Please send materials in a consolidated pdf format.**

Candidates should submit the following documents but not before speaking with the search professionals:

- Targeted cover letter explaining their interest and qualifications for the presidency at Justin-Siena
- Brief personal statement that includes the candidate's vision on leading Justin-Siena
- Current resume
- Names, e-mail addresses and telephone numbers of five references

