



**Co-educational Grades 7-12
Santa Fe, New Mexico**

THE OPPORTUNITY

St. Michael's High School located in Santa Fe, NM, seeks a principal for July 2022. 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 Principal is the academic and instructional leader of the school and is responsible for all aspects of the school related to students, parents, safety, athletics and extracurriculars on a day to day basis with principal emphasis on faculty development and accountability and, academic performance and learning outcomes of students.

St. Michael's High School is fully accredited by the state of New Mexico and the AdvancED accreditation association.

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 college 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](#).

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.

THE POSITION

The principal has primary responsibility for the academic life of the school and must be committed to the mission and philosophy of St. Michael's as well as the charism of the Christian Brothers. The new principal will have the opportunity to develop a comprehensive programmatic vision for St. Michael's in collaboration with the president, faculty, and administration. Specifically, the principal oversees program development relevant to the 21st century and consistent with the school's mission and is responsible for working closely with an outstanding group of educators--department chairs, faculty, and staff. He/she must have an understanding of organizational dynamics so that appropriate professional structures can be maintained and enhanced to allow for the cohesive functioning of the program and instruction. The community is looking for an individual who will be a transformational leader, one who can help stretch the faculty to ensure ongoing commitment to excellence.

It is critical for the next principal to be able to take an already outstanding program and ensure that it continues to be meaningful and relevant in a 21st-century context to ensure that the needs of today's students are met. The principal, therefore, will inspire leadership and team with two assistant principals leading the faculty in effective discussion, articulation, and implementation of the pedagogical vision for the school that will focus on innovation and best practices, particularly in the context of Lasallian education, current realities and with a deep understanding of today's students.

PROFESSIONAL QUALITIES

The next principal for St. Michael's will be a student-focused, visionary educator with experience in school administration. In addition to being a highly relational, collaborative leader and a strategic thinker, the successful candidate will have the background and competencies that include most or all of the following:

- A committed Catholic and Catholic educator who will embrace the Lasallian charism which informs the life of the school as well as have the desire to fully embrace the St. Michael's community and an ability to develop a community of trust
- A passion for, and leadership experience in education and the willingness to support and promote a culture of excellence
- A strong manager and communicator encouraging leadership roles and responsibilities without micromanagement
- Work within a President-Principal model as well as participation in a strong administration team consisting of finance, advancement, enrollment management, athletics, and facilities
- A deep understanding of and sense for the future of education as it relates to pedagogy, program design, and curriculum development
- The ability to connect and be present to faculty members, administration, parents, and students as well as the ability to work closely and collaboratively with faculty and staff as an instructional leader and to support and facilitate their commitment to excellence

- An understanding of the value of all facets of the program— spirituality, academics, arts, athletics, sustainability—and their importance for the overall student experience
- Knowledge of the effective use of technology as a teaching/learning tool
- An ability to deal with the uncertainty of the COVID situation and also preparing the school community for all of the various challenges of the post-COVID world
- A commitment to being an active partner in the enrollment management program
- A graduate degree in educational administration or a related field is preferred

PERSONAL QUALITIES

The ideal candidate for principal at St. Michael's High School would be a Catholic educational leader who will embrace Lasallian education and is mission-focused, down-to-earth, confident, empathetic and approachable. This individual must also be willing to learn. Strong communication skills, comfort with reaching out to others and comfort with teaching out to others as well as an open-mindedness to listen to and consider different perspectives are qualities that are desired in the new principal.

The next principal is someone who is insightful, calm under pressure, committed to lifelong learning and possesses a forward-thinking view. Integrity, a sense of humor and a true love and commitment to middle school/high school education are essential. This educational leader will be hands-on, be able to motivate faculty and earn their respect as the academic leader of St. Michael's. She/he will also be comfortable in connecting with each student, caring about them as individuals. Finally, St. Michael's seeks someone who respects the history and traditions of the Christian Brothers and has a true desire to become an integral part of the both the school and the local community.

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 to

Mathew Heersche, Ed.D. mheersche@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.

