



La Salle High School
Cincinnati, Ohio



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President
Prospectus

Mission

As a Catholic school in the Lasallian tradition, La Salle High School prepares young men to achieve their full potential in mind, body and spirit.

Our Vision

Students will be guided to live as disciples of Jesus Christ.

Our Values

We believe in the Lasallian Core values of Leadership, Scholarship, Faith, Service and Community:

Leadership: We produce men of virtue and character to lead with confidence.

Live, Jesus, in our hearts...Forever

Scholarship: We develop lifelong learners through a rigorous curriculum focused on career and college readiness.

Teaching Minds and Touching Hearts

Faith: We are Catholic in faith, Lasallian in tradition and respectful of diverse religious beliefs.

Let us remember that we are in the Holy Presence of God

Service: We inspire lifelong values of service to others.

Enter to Learn, Leave to Serve

Community: We respect the dignity of every individual and provide a welcoming and supportive brotherhood.

The Lasallian family



Moving forward under new leadership.

La Salle High School's Board of Limited Jurisdiction is conducting a national search for **our first President**, to assume the position in January, 2023.

The school seeks a business-minded, experienced individual with a passion for Catholic education. The ideal leader will ensure an excellent academic program, ignite a winning spirit across the organization, foster collaboration with the extended community, build partnerships both internally and externally to advance growth, and promote the mission and values of the school. These values are grounded in the teachings and vocation of St. John Baptiste de La Salle.

La Salle is an all-male Catholic high school that has traditionally served the western and northern suburbs of Cincinnati, OH. Today, however, over 40 grade schools from areas around the city are represented among the current study body.

Founded in 1960 by the Christian Brothers in accordance with the teachings and vocation of St. John Baptiste de La Salle, La Salle High School had its first graduating class in 1964.

Students at La Salle are taught a comprehensive, college preparatory curriculum rooted in the Lasallian educational philosophy. La Salle has an average class size of 20 students and a four-year, 1:1 mentoring program for all students. Students also benefit from individualized class placement based on level of ability. Administrators, teachers, intervention specialists, guidance counselors, campus ministers, and coaches work together to **elevate each student's fullest potential in mind, body, and spirit** in all they do every single day.

La Salle High School's History & Culture...Yesterday and Today

In 1680 in a small town in the south of France, a young priest named John Baptist de La Salle answered the call to educate the poor and marginalized by delivering a Christian education to as many young people as possible. De La Salle transformed education by forming a community of educators with whom he developed a spirituality of teaching and learning, to give a human and Christian education to young people, especially the poor. The first Lasallian faculty of educators banded together to form the Christian Brothers, whose mission continues to be education throughout the world.

In 1960, the Christian Brothers opened La Salle High School in Cincinnati, OH. Lasallian Education centers on Catholic values and personal relationships, emphasizing academic excellence, faith formation, inclusion, respect for the individual, service and social justice. Still today, the students, faculty and community alike end each prayer with "We are...called to serve."

With service at the heart of each school day, a Lasallian education strives to enrich each student's cultural, intellectual, physical, social and spiritual development. Retreats, service projects, social gatherings, and extracurriculars round out the education beyond the classroom, yet the common challenge for students to be introspective about who they are and who they plan to be is pervasive. Today, Seniors present their declarations to family, peers, and mentors, illustrating their growth within each pillar of the five pillars characterizing a La Salle High School education at the conclusion of their Senior school year.



Since its establishment in 1960 by the Christian Brotherhood, Cincinnati La Salle High School has grown from 260 students to a brotherhood of approximately 12,000 Alumni strong nationwide. Sixty-one years later, La Salle High School's Catholic identity, all-inclusive Lasallian education, and its call to service remain the same. Changes since its inception have elevated the student experience, namely via the expansion and improvements to the buildings and grounds, extracurricular offerings, regional and diverse enrollment, service opportunities, and the robust nature of the organization itself. Today, La Salle High School is considered one of the finest college and life preparatory high schools in the Archdiocese of Cincinnati, providing a high standard of academic excellence and instruction in sound moral and spiritual values for its diversified student body.



The Classroom

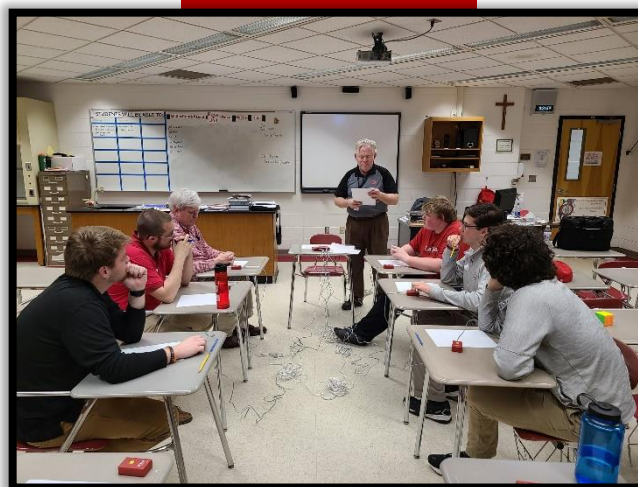
The school is **fully accredited** by the State of Ohio and dually accredited by the Ohio Catholic Schools Academic Association (OCSAA) and the National Catholic Educational Association (NCEA), as well as the Midwest District of the Christian Schools. The school is also a member of the National Association for College Admission Counseling (NACAC).

Today, La Salle High School has a **diverse student body** with 27% representing racial minorities, another 29% non-Catholic, and a **current enrollment of 519 students**. The school has a strong faculty with 45% holding advanced degrees. For the 2022-23 school year, **tuition is \$11,375** with **approximately 95% of students receiving financial assistance**.

Teachers are **mission-driven** and guided by a tradition of empowering young men to become leaders. **Mentorship, compassion, and concern for students** ensure their success in all aspects of school life. Faculty is led by the **Interdisciplinary Leadership Team (ILT)** composed of high-achieving peer Educators responsible for curriculum and professional development to encourage consistency of understandings and conformity of **methods to deliver consistently effective instruction**.

La Salle students of all academic levels find success in the school's **11 Advanced Placement courses**, as well as competitive **STEM classes, Honors, and College Preparatory programs**. Among incoming Freshman, the highest-achieving academic students are invited to participate in La Salle's coveted, business-focused **La Salle Scholars Institute (LSI)** throughout their four-year high school career. Others are selected to participate in the **Envision** program, which offers unique learning and networking opportunities during the Junior and Senior years.

Teaching supported by intervention professionals of La Salle's **Support Services** provides a learning **environment sensitive to different learning styles** to assure best practices resulting in the elevation of each student's fullest academic potential. Roughly 10% of the student body is on either an IEP or ISP accommodation plan. La Salle High School is a provider of the **Jon Peterson Special Needs Scholarship** through the State of Ohio.



Unique Academic Offerings

Technology and course offerings at La Salle High School are relevant to today's learners. With the assistance of the school's IT Help Desk, each student is responsible for the operation and maintenance of their personal, school-provided **laptop computer**. Students and instructors currently interface via PowerSchool for online submission of daily assignments. **La Salle High School's offerings are especially competitive and noteworthy in the Computer Science, Business, and Engineering electives.** With a particular emphasis on **oral communication and presentation skills** throughout the General Education courses, La Salle students are **well-prepared** to succeed beyond the classroom.

Since **92%** of graduates matriculate to **pursue college**, the school recognizes that its students must also be immediately prepared for life. In 2020, the **Internship Academy** was established. This provides current La Salle High School students the opportunity to **work in paid internship positions with partnering companies in the Greater Cincinnati community**, often supported by La Salle Alumni business owners. Exposure to a variety of careers and the development of **real-world, job-related skills** positions La Salle graduates for immediate work in lieu of a college degree. This unique program separates La Salle High School from most other Catholic high schools in the area and **provides an advantage to La Salle graduates** as a viable alternative to college.

One of the most exceptional and noteworthy programs at La Salle High School is the **Lasallian Scholars Institute (LSI)**, a four-year program designed to challenge high-performing students. LSI students experience extensive career and college pathway exposure through experiential, company-sponsored and college-facilitated learning. LSI adds to the rigorous academics of its students and connects their learning to their futures. LSI **students directly interact with business professionals in high-growth industries** such as information technology, global business, healthcare and engineering.

A subsidiary program of LSI, **Envision**, is a **two-year program** in which students discover their potential through challenging non-traditional classroom exercises and projects. Envision **gives students opportunities to explore career pathways**, applying themselves in real business settings and interacting with local professionals and business leaders, challenging them to "envision" the path to future career and educational opportunities.



School Governance

La Salle High School is a **Catholic** school, inspired by the charism of St. John Baptiste De La Salle in union with the Christian Brothers nationally, yet resides within the **Archdiocese of Cincinnati** who holds reserved powers. La Salle's Board of Limited Jurisdiction (**Board**) governs, assumes fiduciary responsibility and plans the strategic direction of the school in accordance with its mission. The President is appointed by the Board with approval by the Archbishop of Cincinnati.

The Board currently consists of seven members, comprised of past parents, alumni, community members and representatives from the Archdiocese of Cincinnati. **Board committees** include the following:

- *Executive*
- *Mission & Student Success*
- *Advancement*
- *Finance*
- *Buildings & Grounds*

The Board is committed to serving the school and is focused on long-term strategic objectives. The incoming President will find a **Board culture which is forward-thinking, open, collaborative, intelligent, enthusiastic, hardworking, and accountable**. The Board is excited to welcome the first President and is committed to a positive partnership to ensure a smooth transition and a sustainable working relationship for years to come.

Greater Cincinnati Catholic Schools

Cincinnati, OH is located in Southwest Ohio, bordering Kentucky and Indiana. Cincinnati hosts many Catholic high schools, but only four are dedicated to an **all-male education**, making this space competitive for like-minded students and their families who appreciate the benefits of male mentorship and the development of young men specifically. Located in the northwest area of the city, La Salle High School **draws students from 40+ elementary schools** of varying socioeconomic, demographic, and ethnic backgrounds. This diverse student body sets La Salle High School apart from the other all-male programs in the area. **Brotherhood** is the hallmark of the Lancer identity and it remains the goal to continue, to inspire, and to sustain this Brotherhood among students during their active years and beyond.



La Salle By The Numbers:

Enrollment 2022-23: 519

71% of students are Catholic
27% of students are non-white
95% of students receive financial aid

Administration: 2

Faculty: 31 Full Time
2 Part Time

Staff: 24 Full Time
1 Part Time

Contractors: 22

Average class size: 20

Tuition 2022-23: \$11,375

Service hrs per graduate: 60

Beyond the Classroom.

Faith and service is at the center of the La Salle community. Under the direction of the school's administration, the **Campus Ministry** Office and the Religion Department students, their families, alumni and the faculty/staff are encouraged to embrace the teachings of the Gospel and of St. John Baptiste de La Salle. Catholic students and students of every denomination and faith grow in their religious understanding through religion classes and retreats that, while being offered from the Catholic perspective, respect all faith traditions. Through **liturgy, religious education, community service, retreat experiences, and service immersion trips**, La Salle High School challenges constant growth in the faith of its people. All La Salle students attend an annual retreat with their grade level. Furthermore, each graduate must participate in **a minimum of 60 service hours**, resulting in an average of 29,300 service hours per graduating class*.



**data as of 2019, prior to COVID pandemic*

A member of the Greater Cincinnati League (GCL) South, La Salle's **Athletics** programs host a rich **tradition of success and excellence**, with a commitment to developing student athletes and preparing them to make a positive difference in the world. **Merging faith, discipline, dedication, hard work, and sportsmanship both on and off the field** remains a priority for La Salle Athletics. The majority of La Salle students participate in one or more of 14 sports. The school has won 10 state team championships, 10 state team runner-up championships, 25 individual state titles and holds 62 GCL titles since 1960. **Success at the high school level has enabled student-athletes to play at the next level.** In fact, 17% of the 2021 graduates advanced as a collegiate athlete. Impressively, 17 La Salle graduates have become professional athletes in their respective sport.





The Arts are an important aspect of life at La Salle, allowing a space for expression and creativity to flourish and to entertain. Students have various opportunities to become involved in a range of **performing arts**. La Salle **Drama** offers involvement both on and behind the stage across a variety of performances including mainstage productions, BlackBox productions, the annual *Passion Play*, and more.

An award-winning, internationally recognized audition choir, La Salle High School's **Vocal Ensemble** program offers Sacred Choir, Men's Choir, Mixed Choir, and Show Choir groups. Their performances have earned them special recognition over the years with Heritage Music, Music Festivals and Festival Disney. In 2009, the Vocal Ensemble was named National Grand Champion in the World Choir Games. In 2022, they performed at a D-Day celebration in Normandy, France as only one of two US invited performers.



The Pride of La Salle (PoLS) Marching Band has become a local leader in music and pageantry. Since 2010, the POLS routinely placed in the top three bands in Mid-States Band Association (MSBA). Recent engagements for the Pride of La Salle include representing the State of Ohio in the National Independence Day Parade in 2019 in Washington, D.C. and a partnership with the P&G Big Band at the inaugural 2019 Big Band & Bourbon Derby Day Event. Membership has waned since the COVID pandemic, positioning this program for rebuilding and growth.



The **visual arts program** offers a variety of courses designed to develop art foundations. Traditional **studio arts** are offered in addition to the popular and dynamic Digital Media Arts courses contained within the **Computer Science Department** afford state-of-the-art technology including 3D laser printers, PC's, and programming software packages, which allow students to learn CAD/Architecture Design, Photo Image Editing, Computer Animation, and Computer Game Design.

The Future

In Fall, 2022, La Salle's Board determined the need for a more appropriate leadership model -- the **President + Principal Leadership Model** – to aggressively address organizational effectiveness and to better position La Salle High School for immediate and long-term success. A creative and competitive leader, anchored in strong business ethics and an understanding of the value of a Catholic education, is needed to build select programs and explore new opportunities to advance the school as a premier learning destination.

The students and faculty are the essence of the La Salle High School experience and should be central to every decision made by the new President. The President will move quickly to embrace the community, culture, and purpose of La Salle High School and, with the assistance and collaboration of the Board, will establish a shared vision for the future of the organization, its employees, and its subsequent product. The President will continue to advance efforts in enrollment and fundraising, financial sustainability, academic integrity, program excellence, and diversity and inclusion.

The inaugural President will be expected to collaborate with the administrative team to attract, hire, develop, and retain outstanding faculty and staff for La Salle High School to assure a stable and excellent educational product. The ability to champion the value of a Lasallian education and to articulate the return on investment to the paying customer (parents) will be a critical skill. The President must take an active leadership role in the Advancement efforts and to identify and communicate ways to honor the tangible value of contributions and to recognize contributors who are the lifeblood of the organization.

La Salle High School's Alumni body totals more than 12,000 today. The alumni are dispersed throughout the nation, but there remains a local contingency of alumni who are passionate and supportive about continuing the legacy. The school has done good work to maintain personal relationships and to keep alumni supportive, but it will be focusing on growing this effort via more informative marketing and networking opportunities. The President will be charged with supporting the Alumni Director to grow the alumni relations program in ways which meet the audience where they are at in this ever-changing world of social media and technology, while maintaining a warm and genuine approach characteristic of its Cincinnati "west side" personality.



Building for the Future

Finally, the President will be responsible for proper prioritization, planning, and oversight for the ongoing and comprehensive renovation program that is an integral part of the school's strategic, capital renovation plan termed ***Always Be***. This plan has successfully secured \$3,961,054 in donations since 2019. Thus far, Phases I and II have addressed areas intrinsic to the learning environment, safety and security, facility structure and mechanicals, technology, and aesthetics. The President will lead the next phase of developments, with an eye on athletic facility, student study and gathering spaces, and building endowments. A robust Buildings & Grounds Committee established by the Board will be available to research best options and assist the President with the direction of this work.



ALWAYS BE

Preferred Professional Qualifications

The Board and search committee is interested in all candidates who will embrace, articulate and promote the school's mission of educating young men in the Lasallian tradition towards their fullest potential in mind, body, and spirit. A strategic and visionary leader who is a creative thinker, relationship-builder, excellent communicator and collaborator, and can galvanize a large organization to meet goals with a high standard of expectation is sought.

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

- ✓ Practicing Catholic
- ✓ Masters in Business Administration, Education Administration, or Organizational Leadership or other advanced degree/relevant experience
- ✓ Five to seven years of senior management experience in education, business, or non-profit leadership
- ✓ Demonstrated skills and experience setting organizational goals coupled with the ability to develop innovative strategies to meet or exceed set goals
- ✓ Demonstrated skills and experience in advancement
- ✓ Demonstrated skills in financial management overseeing a revenue and expense budget paired with the ability to prioritize expenses
- ✓ Demonstrated skills in the effective management of personnel, with a focus on galvanizing teams towards achievement with a healthy accountability for their respective professional functions
- ✓ Ability to create a "team" mindset and effectively collaborate with others to achieve common goals
- ✓ Understanding of the charism of the Christian Brotherhood, the benefits of a Lasallian education, and a true passion for the excellent product of an all-male Catholic education.
- ✓ Ability to work inclusively within a diverse community
- ✓ Strong written and verbal communication skills





Something to Consider

Are you familiar with the benefits of a **Catholic education**? Have you perhaps personally benefited from a Catholic education and credit the successful person you are today because of it? Do you have a **heart** for inspiring others and helping those along life's way? Are you someone who is **driven to win**, but can handle setbacks and understand that everyone learns from their failures? Are you the type of person who is **committed to God's will for your life** and trusts in His plan for your purpose above your own understanding? Are you open to using the gifts God has given you to **pay forward** to advance the **future** of others? Do you enjoy working with varied personalities and have a knack of identifying others' strengths to build a healthy and productive team with a **winning spirit**? Are you someone who finds pleasure in the **success** of others, especially those who may not have otherwise succeeded without a rightful opportunity? Do you believe that everyone can learn, grow, and succeed to their fullest potential if the **standards** are set high and the **expectations** are well established?

If you answered "yes" to some or most of these questions, then maybe there's a **reason why** you are being called to examine the opportunity to serve as the first President of La Salle High School. It's an **exciting time** to engage in this work – the work of growing a solid and sustainable Catholic school -- whose sole purpose is to provide an education which goes beyond the walls of the classroom and into the world **for generations to come**. By saying yes to God and following in the footsteps of St. John Baptiste de La Salle, you can be instrumental in carrying on the rich tradition of a Lasallian education, too. By immersing yourself in this role, your **work becomes meaningful** beyond measure.

It is the prayer of the La Salle community that you will consider positively impacting the lives of young men the same ways in which 12,000 have gone before. We invite you to "**Go Beyond**" and to apply for this position. **We Are... Called to Serve.**

The Search Process

The search committee, composed of various stakeholders closely associated with La Salle High School, plans to announce and nationally market this position using best employment practices by mid-October, 2022. Candidates should submit all information as soon as possible. Preliminary screening will notify viable candidates of a tele-interview and final candidates will undergo several rounds of live interviews facilitated by the search committee to identify a final individual with the highest and best qualifications to whom a formal employment offer will be extended. Live interviews will be conducted in November and December with the goal of announcing the President in January, 2023.

Candidates should submit:

- Cover letter explaining why they are interested in and qualified for the President position at La Salle High School
 - Brief personal statement that includes the candidate's thoughts on leading La Salle High School and a diverse, Catholic institution with an emphasis on the strengths the candidate has to advance the institution.
 - Updated resume or CV
 - Names, e-mail addresses, and telephone numbers of five references
 - Please submit all items or inquiries to lasalleboard@lasallehs.net
- Electronic submission of materials is required. **Please send materials in a consolidated pdf format. Thank you.**

