



LA SALLE COLLEGE HIGH SCHOOL

**WYNDMOOR, PENNSYLVANIA
PRINCIPAL**

START DATE: JULY 2021

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**Carney
Sandoe
& ASSOCIATES**



LaSalle

College High School

Mission

La Salle College High School, a Catholic, independent, college preparatory school for young men of varied backgrounds, is conducted in the tradition of St. John Baptist de La Salle. Through a broad and balanced, human and Christian education, La Salle College High School guides each student in the development of his unique God-given talents and fosters a commitment to academic excellence, service, and leadership.

Fast Facts

Total student enrollment: 1,079

Students who identify as non-Catholic: 13%

Total faculty: 108

Faculty who hold an advanced degree: 86%

Average faculty tenure: 14 years

Student to teacher ratio: 10:1

OVERVIEW

At La Salle College High School, Catholic values and personal relationships facilitate high caliber academic preparation and the personal growth of the young men who attend. La Salle College High School is a Catholic, independent, college preparatory school for young men of varied backgrounds, conducted in the tradition of St. John Baptist de La Salle. Through a broad and balanced Christian education, La Salle College High School guides each student—from grade 9 to 12—in the development of his unique God-given talents and fosters a commitment to academic excellence, service, and leadership. For over 160 years, La Salle students have been taught to be critical thinkers who are prepared to excel academically, to communicate effectively, and to lead confidently.

Moreover, families, students, and alumni value La Salle because it encourages each student to be an individual and find his unique destiny. La Salle does not prioritize conformity or proscription; anyone in the La Salle community will tell you that there is no sole paradigm for what it means to graduate as a man of substance. Instead, La Salle features a wide variety of courses, electives, and extracurriculars that enable students to realize their full personal and academic potential. La Salle is, above all else, a school that supports young men during a critical period of their lives and empowers them to choose their own path.

La Salle College High School operates in the President/Principal Leadership Model. In this increasingly popular structure, the Principal reports to the President and serves as the day to day head of academic operations including all aspects of the student experience – from the classroom to the playing fields, to faith formation and extracurricular programming. This is a premier, high performing institution with a rich Lasallian ethos that is warm, welcoming, and inclusive. The Principal is expected to maintain this high performing culture while modeling Lasallian values and supporting the mission and traditions that set this outstanding school apart.

“The successful candidate should have a sense that (s)he has been called by God to do this work for these young men and their families at this point in time. The really successful candidate won’t just see this as a good career move, a resume builder, or even the pinnacle of a distinguished educational career. Rather than seeing La Salle as a place to shine professionally, to experience both the burdens and perks that go with senior leadership, or even to grow a managerial or leadership skillset, (s)he will see this appointment as the unfolding of God’s plan for his/her own life and as a gift of self for the human and spiritual benefit of these young men.”

-Brother James Butler,
President, La Salle College High School



In addition, La Salle seeks a new Principal who deeply respects the importance of possibility and choice in a young person’s life and who will be able to nurture a culture that facilitates those values. Strong candidates will be well-versed in the role technology can play in education, as well as the meaningful role arts, athletics, and co-curricular activities serve in helping young men become persons of integrity. Strong candidates will be ready to lead with a personal faith and spirituality that is rooted in inclusion, access, and acceptance, as these principles are of the utmost importance to the La Salle community, now more than ever.

This is one of the finest leadership opportunities of its kind among Catholic schools today.

SCHOOL HISTORY

La Salle began at the St. Michael’s School Philadelphia when the Christian Brothers opened a school and taught their first classes on July 20, 1858. Initially known as the “Select School,” it eventually took the name “Christian Brothers Academy.” In 1863, the Academy became the college preparatory division of what was then La Salle College. Up until 1960, La Salle College and La Salle High School shared the same campus. The present school was built on the former estate of Clarence E. Brown. With the move, La Salle had close proximity to the city and even more space to grow and develop.

In 1982, the geographic separation between the college and the high school became formal, as the two entities legally separated, and the high school formed its own Board of Trustees with responsibility for the school’s direction.

The Independence of La Salle College High School led to unparalleled growth. In 1992, the school began construction on a new five-story addition, adding a new library information center (the McShain



Library), a computer center, a media broadcast center, instructional classrooms, a lecture hall, and an art studio. In remembrance of the school's roots, the 21st century edifice was christened "St. Michael Hall." The Legacy Campaign was followed by the Forever La Salle Campaign which focused on completing the arts and athletics building known as Sterner hall today.

The ambitions Fulfilling the Promise Campaign funded the development of new athletic fields and the construction of the Kestler Hall Athletic Complex, while For the Future, For La Salle, the latest community fund-raising effort, provided two turf fields, new track and field facilities, a lighted competition facility, and the Glaser Center for student dining.

THE SCHOOL

In a warm and caring environment that is built on trust, acceptance, and affirmation of one another, faculty provide a Christian—yet human—education as each student is encouraged to explore his interests, develop his talents, and fulfill his God-given potential. This is all possible because, at La Salle, all faculty and staff strive to embody the core principles of the Lasallian educator: a living faith, a recognition of God's holy presence in their daily lives, a belief in the dignity of all people, and a deep concern for the disadvantaged and the poor. Thus, a La Salle education seeks to foster insight, commitment, and action on the part of graduates who heed in their lives the call to place their unique talents and skills in the service of other individuals, the community, society, and the Church.

Technology has become a cornerstone of daily life at La Salle, both by enhancing learning opportunities and in allowing students to explore real-world applications of the discipline. Notably, students are given the opportunity to earn industry certifications while gaining hands-on experience collaborating in the school's live-production environments of networking, programming, and design.



La Salle has the distinction of being one of the only schools in the State of Pennsylvania to have met the stringent qualifications to be designated as both an advanced level Microsoft IT Academy and a Certiport Authorized Testing Center. (Instructors are certified by Adobe, Autodesk, and Microsoft.)

La Salle's extensive STEAM program is a perfect example of the unique opportunities and broadened horizons that technology can bring to students. All ninth graders begin with thorough practical and ethical training for their digital tablet devices and collaborate in La Salle's Exploratorium within core STEAM disciplines. From this common base, students venture into 40 elective choices, including a nationally recognized Microsoft IT program, advanced programming, digital design, engineering, music business and technology, multi-media production, forensic science, and AP offerings in biology, chemistry, three levels of physics, and environmental science. Co-curriculars include a nationally recognized lab managers program, competition at three levels of robotics, and community and scholarly opportunities to present research and projects.

Of course, technology is just one of myriad ways in which La Salle empowers its students to choose their own path; arts, academic electives, athletics, and co-curricular programming all offer similar opportunities for exploration and personal growth.

ACADEMICS

With a diverse, rigorous curriculum that fosters independent thinking and the pursuit of individual interests, La Salle sets its students on the road to academic excellence and realized personal potential. It must be noted that La Salle provides broad, thoughtful support to its students, so that all can participate fully in the curriculum. The David Program at La Salle is exceptional in that it provides focused, customized support for approximately 60 students with learning differences. The six learning



specialists in the David Center work closely with the student's teachers to create scaffolding needed for success in competitive university study. La Salle also maintains a strong tradition of grade level counselors who monitor academic struggles and help to identify appropriate means of support.

Through the traditional academic disciplines, La Salle's faculty and staff ensure that each course gives students the chance to understand the ways in which their schoolwork connects to the world beyond the classroom and builds skills that extend to other fields.

For example, science courses at La Salle center on experimentation and the testing of ideas through trial and error. By doing so, all science courses are meant to ignite the imagination and spark innovation. La Salle teaches science through an inquiry-based method so that students are able to recognize the conceptual interwoven connections—physical, biological, chemical, and environmental—all around them and to weigh the ethics of scientific advancements carefully. By graduation, students have garnered interdisciplinary insights and a zest for tracking down truth and building knowledge.

Similarly, the English department at La Salle strives to inspire each student to develop a lifelong love of reading, and to become a critical thinker and a skilled communicator. Students engage the full range of literature, from the culture and theater of the ancient Greeks to the philosophy and issues of contemporary times. Each English department faculty member is dedicated to sharing a passion for reading with a critical eye and writing with precision and authenticity. Thus, La Salle students learn close reading skills and develop an aesthetic appreciation of various genres while growing into confident writers.

As La Salle students pursue their study of mathematics, they align themselves with the greatest minds of all past civilizations in the never-ending quest of understanding our physical world. To



some, the motivation is practical—to solve some immediate problems—while to others, the attraction is pure curiosity. Regardless of a student’s motivation, the mathematics faculty prepare students to engage independently in logical problem solving and multi-dimensional critical thinking. They endeavor to build students’ mathematical skills through the loop of discovery, instruction, practice, and application, with feedback points occurring all along the way.

If nothing else, La Salle students appreciate and respect that they are part of a big, exciting world, and the world language department—offering Spanish, French, Latin, and Chinese—is a key part of that process. The world languages faculty understands that learning language is not only about drills, homework, and grammar; it is also about appreciating the unique cultures and peoples who inhabit the world along with us.

The social studies department complements these ideas and expands upon them. Since adolescents have a strong desire to make meaning of their lives and feel engaged with their communities, the curriculum allows students to find both meaning and engagement as they explore and reflect on our shared historical past and its implications for the present and future. The course of study begins with building a strong foundation in understanding the rise, development, organization, significant contributions of, and controversies associated with world history’s greatest civilizations. Next, students are guided into a deeper examination of the United States and its contributions to the construction and maintenance of the world today. Social studies electives—human geography, European history, East Asian studies, economics, national and international politics, and psychology—offer additional perspectives.

In De La Salle’s model of religious education, faculty and staff honor the founders’ call to “fulfill your ministry with all the affection of your heart” (Meditations for the Time of Retreat 9.1). Thus, the religion department seeks to meet the religious, spiritual, and emotional needs of developing adolescents

College Placement

The Class of 2019 enrolled at the following colleges and universities, among others:

Bates College
Boston College
Butler University
Carnegie Mellon University
Clemson University
College of Charleston
Colorado State University
Elon University
Emory University
Fordham University
Franklin & Marshall College
High Point University
Howard University
James Madison University
Lehigh University
Loyola University Maryland
Marist College
Northeastern University
Northwestern University
Pennsylvania State University
Princeton University
Purdue University
Rensselaer Polytechnic Institute
Rice University
Syracuse University
Temple University
The George Washington University
The Ohio State University
Union College
University of California, Los Angeles
University of Florida
University of Michigan
University of Notre Dame
University of South Carolina
University of Washington
Vanderbilt University
Vassar College
Villanova University
Wake Forest University
Yale University



in the rich and inclusive Lasallian Catholic tradition. The religion department strives to become familiar with and respect the experience of the students entrusted to their care, while still passing on the riches of the Christian faith in the Roman Catholic tradition. Students are able to articulate and participate in the essentials of their faith—both communal and personal, with strong emphasis placed on living a moral life with special consideration toward the poor, emphasizing social justice.

The goal of the college counseling department is to assist each student in finding the best possible match between himself and a list of colleges. To achieve this goal, the student comes to know himself through a series of evaluations, instruments, reflective writing, and discussions in advisory classes and personal interviews.

As an example of how La Salle graduates navigate the college placement process, the Class of 2019 matriculated at 98 institutions of higher education; 59 of those institutions are private and 15 are Catholic colleges or universities. Additionally, 70% of the 263 seniors who graduated with the Class of 2019 were accepted at one of the top 50 most competitive colleges and universities (according to Baron's and US News & World Report).



ARTS

The fine arts student at La Salle is challenged to stretch his imagination as he actively searches for ways to express his ideas and communicate with others by playing music, singing, or visual art. Because artistic pursuits demand a different kind of learning and thinking, the fine arts classes provoke curiosity, require seeing issues from multiple angles, test problem-solving skills, and encourage students to practice self-critique. As students gain a sense of accomplishment, they build intrinsic motivation and their confidence is boosted. Two extracurricular bands admit students by audition to compete in the annual Cavalcade of Jazz festival.

Teachers seek to balance academic training and the aim of producing quality performances or products with the daily quest for more moments of gratification and inspiration. The result is often that students find their arts classes to be welcome respites from the daily academic demands.

ATHLETICS

Athletics play a significant part in student life at La Salle College High School. Student-athletes learn to collaborate effectively, see how individual contributions impact a group, and appreciate how a journey and an end destination have a nuanced relationship. In short, the athletic programming at La Salle invites students to face and analyze problems and make the necessary adjustments, which allows them to go out into the world with a sense of responsibility and well-developed character.

In 1920, La Salle was one of the founding members of the Philadelphia Catholic League, which has grown to become a highly competitive group of 15 schools. Since then, the Explorers have captured



239 Philadelphia Catholic League Championships, which is the most among any school competing in the league. La Salle's athletic opportunities have expanded since the Philadelphia Catholic League joined the Pennsylvania Interscholastic Athletic Association (PIAA) District 12 and became eligible for district and state championships. La Salle is the defending Philadelphia Catholic League Champions in the following sports: baseball, bowling, cross country, golf, indoor track, soccer, swimming, tennis, track and field, and volleyball. La Salle holds current state titles in hockey, lacrosse, and swimming.

SCHOOL LIFE

Attending La Salle College High School means joining a brotherhood—a bond forged in shared experience and strengthened by time—whose connections will remain with students for life. In a tradition dating back to the 1930s, a “Boys will be Boys, but La Salle Boys will be Gentlemen” sign is found in every classroom and instructional space at La Salle College High School. The timeless statement serves as a constant reminder to the young men that their brotherhood requires a higher calling to act and behave as gentlemen, while adhering to the Lasallian values of integrity, compassion, and respect—now and for life. In pursuit of this aim, students are taught to make good use of their freedom and overcome prejudices, ready-made ideas, and social pressures.

La Salle students all are aware that they have great responsibility as they are called to develop into Men of Intellect and Accomplishment, Men of Faith and Compassion, Men of Service and Justice, and Men of Integrity and Respect. Of course, students are not expected to do this alone. The Character Development Program is an intentional four-year experience. It is complemented by the annual student retreat program, culminating in the four-day Kairos retreat and a robust service program spanning afternoons, weekends, and the summers after sophomore and junior year. Students are



not told what or how to think; rather, they are challenged to think for themselves. Likewise, service is not required at La Salle. No one counts required hours. Still, student and faculty commitment to service are nationally recognized.

La Salle College High School offers a full range of extra-curricular and co-curricular activities in an effort to sustain a close and vibrant school community that can offer something to everyone. Over 85% of students participate in an activity, and the programs attempt to more fully develop the school's philosophy and mission. The Office of Student Activities directs this extensive activities program for the purpose of providing different experiences and leadership opportunities for La Salle's students. These activities help build a sense of community, provide outlets for expression, and develop a sense of responsibility, cooperation, and service among the students. Activities are added each year according to student interest.

Signs at the entrance and exit of the campus stand as a constant reminder of the school's mantra: "Enter to Learn" establishes the belief that learning is a lasting endeavor. "Leave to Serve" inspires a lifelong commitment to service, especially to those in need. La Salle College High School students live their faith through their actions, recognize the inter-connectedness of the world, and act on their obligation to remedy injustice.

CAMPUS

La Salle College High School shared a campus with La Salle College until the fall of 1960 when it moved from 20th Street and Olney Avenue to the present campus in Springfield Township, Montgomery County. The present school was built on the former Belcroft estate of Clarence E.



Brown and with the move, La Salle College High School remained in close proximity to the city but had greater space in which to grow and develop.

During a 20-year period from 1982 to 2002, La Salle was able to acquire three of the adjoining properties along Cheltenham Avenue and convert them into viable offices. Alumni House, Allinson House, and the Dunleavy Center not only provide additional exposure for the school along Cheltenham Avenue but provide valuable office and meeting space. Three new athletic fields, an environmental study area, and a walking path were developed on 30 acres of adjacent land acquired in 2007, bringing the total campus property to 84 acres.

In 2008, in conjunction with the start of the 150th school year, a new four-level, 40,000 square foot academic wing opened, which featured twelve SMART classrooms, two state-of-the-art science laboratories, a second technology center, a campus ministry area, a study commons, a counseling center, and several meeting rooms. At the center of the addition stand the Marian Chapel and adjoining Whalen Courtyard. The expansion project increased the school's instructional area to 54 classrooms and five science laboratories. The Glaser Center came online in the fall of 2017 replacing the original basement cafeteria with a bright and spacious dining hall supported by an expansive servery, after-hours and faculty spaces.

WYNDMOOR, PENNSYLVANIA (PHILADELPHIA METROPOLITAN AREA)

Wyndmoor is a suburb of Philadelphia, in Montgomery County, with a population of approximately 6,000. Wyndmoor is widely regarded as an excellent place to live thanks to its suburban-rural feel, access to nature, and sites of historical interest.



While Wyndmoor offers its residents a high quality of life, Montgomery County is a suburb with easy access to Philadelphia and, consequently, many of its residents work in the city and enjoy the broad range of amenities unique to Philadelphia. Dubbed the “City of Brotherly Love” and famous as the birthplace of life, liberty, and the pursuit of happiness, Philadelphia can please even the most discerning folks with its top-notch offerings: fascinating museums, vibrant parks, national historic sites, and famous food.

One of the most celebrated cultural attractions in Philadelphia is the Barnes Foundation, which has its world class art collection exhibited not by artist or era, but by aesthetic—lined up in an almost dizzying orientation from floor to ceiling. From the highest attraction in Philadelphia (One Liberty Observation Deck, located 883 feet above the city) to one of the most visited (Reading Terminal Market, welcoming millions of diners and shoppers each year), Philadelphia has no end of means to elicit awe and spark wonder.

The city is beautiful, too. Since the city’s founding, Philadelphia has enjoyed and promoted its incredible parks and outdoor spaces. Today, the Philadelphia region is blooming with lively urban parks, re-imagined recreational landscapes, spirited pop-up gardens, and scenic running and biking trails. From the massive trail systems of Fairmount Park and Wissahickon Valley Park, to the delightful riverside enclaves of the seasonal Spruce Street Harbor Park and Race Street Pier, to regional attractions like Longwood Gardens and Valley Forge National Historical Park, residents and visitors enjoy relaxing, exercising, and playing in these public spaces.

Notably, Philadelphia is one of just a few cities with a professional franchise in five major league sports. Most of Philadelphia’s pro teams play a few miles south of Center City, either at the Wells Fargo Center (76ers basketball and Flyers ice hockey), Lincoln Financial Field (Eagles football) or Citizens Bank Park (Phillies baseball). The Philadelphia Union soccer team plays at the Talen



Energy Stadium in Chester, Pennsylvania, just outside of Philadelphia. The city also hosts top-tier regattas (the Dad Vail Regatta and the Head of the Schuylkill Regatta), the world's oldest track relay meet (the Penn Relays), numerous marathons and running events (the Philadelphia Marathon, the Broad Street Run) and much more. Philadelphia, the sixth most populous city in the United States, may in fact be the elusive place that truly does have something for everyone.

OPPORTUNITIES AND CHALLENGES

As stated earlier in this document, La Salle College High School is a premier, high performing all-boys secondary school with a profound commitment to its Lasallian values and traditions. In addition, the school operates in the President/Principal Leadership Model with the Principal reporting to the President and serving as the day to day head of academic operations. This is a significant, high profile leadership responsibility, and candidates should be mindful of the following opportunities and challenges:

- Working closely with the President and leadership team in maintaining the positive momentum and creating a bold new vision for the future, one that will build on the school's reputation as one of the finest all-boys Catholic secondary schools in the country.
- Preserving the breadth of offerings that give the school its competitive edge at a time of demographic constriction that may require adjustment to headcount and reallocation of responsibilities. Doing more with less while maintaining high standards will likely be a challenge going forward.
- Creating the next generation of distinct, marquee programs that will continue to distinguish the school and appeal to new and discriminating groups of parents and students. This is a not business-as-usual role and will require a visionary leader with a distinctly entrepreneurial approach to the work.



- Sustaining and enhancing the Catholic Lasallian values of the school through hiring talent with an authentic mission mindset while modeling those same values in one's leadership practice.
- Building a sustainably collegial community among the teaching faculty. This may entail fostering a new spirit of community among a faculty that is increasingly diverse in terms of age, background, experience, and faith formation.

DESIRED QUALITIES AND QUALIFICATIONS

Given the extraordinary market position of the school and the appropriately high expectations of the La Salle community, the next Principal will need to be a person of considerable stature, integrity, and professional accomplishments who can represent the school effectively and credibly with all constituents, internal and external. In addition, the President/Principal Model requires a respectful kind of duality: The Principal must balance the need for individual performance and personal accountability while functioning seamlessly as a reliable partner to the President and key collaborative member of the leadership team. Authentic servant leadership will be a quality greatly preferred in the next Principal of the school.

In particular, candidates should be mindful of the following requirements and expectations:

- A faith-filled practicing Catholic who will be prepared to embrace and promote the school's powerful Lasallian values.
- A willingness to participate in Lasallian formation programs will be an important part of the leadership transition, especially for candidates new to the Lasallian traditions.
- Appropriate academic credentials will be required to lead a premier educational institution. This

means, at a minimum, a masters' degree from an accredited institution along with deep domain knowledge of secondary school operations and best practices in teaching and learning.

- A deep and genuine commitment to the quality of the student experience in all essential facets – academic, spiritual, co-curricular, wellness, and community. This will be critically important in maintaining the distinctness of the school.
- This is a highly competitive education market in the Greater Philadelphia area. The next Principal will need to be a leader with an appropriate sense of urgency and persuasion who will utilize his/her privileged platform to raise the profile and value proposition of the school in the community while creating demand for the unique gifts of a La Salle education.
- In that regard, the next Principal should be a highly relational leader with the ability to cultivate and maintain strong faculty and parental relations.

Although substantial leadership experience in independent Catholic secondary schools will be preferred as well as academic credentials appropriate to educational leadership, the school is open to candidates with proven leadership experience in other educational institutions, especially mission-inspired, high performing schools or colleges. The ability to work effectively with faculty and the leadership team and to build community around mission and core values will be key components in the leadership profile preferred.

This is a rare opportunity to lead and inspire the academic aspirations and outcomes of a premier Catholic institution.

To APPLY

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A thoughtful cover letter expressing their interest in this particular position;
- A current résumé;
- A one-page statement of educational or leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted until or unless a serious mutual interest is established and not without the candidate's permission) to:

Bob Regan

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