



DE SMET JESUIT HIGH SCHOOL

St. Louis, Missouri

PRESIDENT
Start Date: July 1, 2021
desmet.org



Carney
Sandoe
& ASSOCIATES



DE SMET JESUIT

Mission

De Smet Jesuit High School inspires and prepares men for and with others to transform the world ad maiorem Dei gloriam, for the greater glory of God.

OVERVIEW

De Smet Jesuit High School specializes in the formation of well-rounded young men. A highly regarded Catholic secondary school in St. Louis, Missouri, the school serves 679 boys in grades 9-12. The school adheres to the Jesuit philosophy of *cura personalis* — caring for the whole individual — and is deeply committed to a balance of high-quality academics, co-curricular activities, faith, and service to others. A forward-thinking school, De Smet Jesuit draws students from more than 60 zip codes and offers an engaging curriculum that prepares its students exceptionally well for competitive colleges and universities and life beyond.

As with all Jesuit secondary schools, De Smet Jesuit operates in the President/Principal Model and seeks a dynamic leader as its next President starting July 1, 2021. The successful candidate will be an entrepreneurial, faith-filled practicing Catholic with passion for mission and a desire to lead a proud community with great aspirations for the future of the school. Founded in 1967, De Smet is also a relatively young school that is poised for even greater prominence in the highly competitive St. Louis education market. This is a classic “take it to the next level” leadership opportunity, and the board is eager to welcome qualified candidates who share their desire to grow “men for others” while building on the extraordinary momentum of the last several decades.

A group of male students are walking down a brightly lit school hallway. They are dressed in casual attire like hoodies and t-shirts. One student in the foreground wears a blue hoodie with 'SPARTANS' and 'SWIM & DIVE' printed on it. The hallway has a polished floor and lockers are visible on the left side.

Fast Facts

Founded: 1967

Total students: 679

Percentage of non-Catholic students: 25%

Total faculty: 63

Average faculty tenure: 15 years

Student/teacher ratio: 13:1

College credit offered: 130-plus hours

Financial aid budget: \$3.25 million

SCHOOL HISTORY

De Smet Jesuit High School is named after Fr. Pierre Jean De Smet, a Belgium-born Jesuit who in the mid-19th century engaged in missionary work among Native Americans throughout the Midwestern and Northwestern United States and Western Canada.

Classes at De Smet Jesuit High School began on September 5, 1967. As word spread about the school's impressive values and mission, De Smet Jesuit quickly became a sought-after high school and has remained a mainstay of the St. Louis community for more than 50 years.

THE SCHOOL

De Smet Jesuit High School draws students from every area in St. Louis and surrounding suburbs, with more than 147 grade schools, public and private, represented. In the Jesuit tradition, the school provides a supportive, nurturing environment for young people as they grapple with ideas and explore new possibilities in preparation for lifelong service and contribution to the world.

Parents say they chose De Smet Jesuit because of its caring community, educational philosophy, and inspiring faculty. Students say they chose it for the brotherhood, the feeling of being welcomed and wanted, and the close bond with teachers and coaches. All of these reasons are at the core of a De Smet Jesuit education. Teachers employ reflective teaching from the Ignatian Pedagogical Paradigm, a teaching method that includes setting context and using experience, reflection, action, and evaluation. Teachers also remain fluid and flexible in the classroom and are open to adjusting lessons in response to the needs of the students.



**“De Smet is the Jesuit
school for every boy.”**

-Parent and Former Board Member

All and all, through its rigorous academics, robust community service, outstanding athletics, and religious programming, De Smet Jesuit aims to instill the knowledge and skills that serve graduates well in school and beyond. The school’s [Profile of the Graduate at Graduation](#) includes key Jesuitical qualities: open to growth, intellectually competent, religious, loving, committed to justice, and developing as a leader.

De Smet Jesuit High School is accredited by the North Central Association of Colleges and Schools (NCA).

ACADEMICS

Learning at De Smet Jesuit is about inspiring passion and fueling purpose. The curriculum encourages students to discover themselves and the world around them. As a result, students leave the school as confident, critical thinkers who possess the tools for leadership. Consistent with a commitment to admitting students with a range of interests and abilities, De Smet Jesuit’s academic programs reflect the diversity of its student population.

Overall, De Smet Jesuit offers a robust college preparatory curriculum with a stimulating honors and Advanced Placement (AP) program and a variety of engaging electives ranging from STEM classes to creative pursuits. Core courses include English, mathematics, world languages, science, social studies, theology, computer science, fine arts, and physical education. Seniors must also develop a portfolio of their work as the culminating activity of their high school careers.

Courses are also offered for college credit through St. Louis University and the University of Missouri-St. Louis. Juniors and seniors may take college-level courses in English, Chinese, Latin, Spanish, calculus, history, psychology, computers, and theology. College credit is also offered through the school’s 15 AP courses.



Opened in 2018 as part of its 21st-century curriculum, the school's Innovation Center is a multi-functional, high-tech learning facility that enables students to engage with peers, collaborate on small group projects, and develop their skills as young entrepreneurs. The school also offers a wide range of global education programming, which includes immersion programs, service trips, and cultural knowledge and engagement.

THE ARTS

Whether behind the scenes or on stage, students broaden their intellectual diversity through artistic self-expression at De Smet Jesuit.

The Studio Art department offers courses ranging from the introductory to the advanced college preparatory levels. Students can experiment with individual electives such as sculpting or graphic design or delve deeply into a comprehensive four-year studio art program. The art program includes courses in painting, drawing, sculpting, and honors studio.

College Acceptances

Ninety-nine percent of De Smet Jesuit graduates go on to higher education, 96% to four-year colleges. Students in the Class of 2020 were accepted to top colleges and universities in the United States, including:

American University
 College of Charleston
 Cornell University
 DePaul University
 Elon University
 Fairfield University
 Fordham University
 Gonzaga University
 Indiana University-Bloomington
 Iowa State University
 Kansas State University
 Louisiana State University
 Loyola Marymount University
 Loyola University-Chicago
 Marquette University
 Miami University-Oxford
 Northwestern University
 Ohio University
 Pennsylvania State University
 Purdue University
 Saint Louis University
 Saint Xavier University
 Seattle University
 Southern Methodist University
 Texas Christian University
 The University of Alabama
 The University of Arizona
 The University of Texas at Austin
 United States Naval Academy
 University of Colorado Boulder
 University of Dayton
 University of Denver
 University of Florida
 University of Iowa
 University of Missouri-St Louis
 University of Nebraska-Lincoln
 University of Notre Dame
 University of San Francisco
 Villanova University
 Washington University
 Xavier University



Students can also explore music production, music appreciation, and film appreciation, and take part in band, chorus, and theater. The theater program is run in conjunction with local schools to enable girls to take part in the productions.

A corollary to the performing arts is a course in public speaking, speech writing, and composition designed to introduce students to the skills required to develop ideas, theories, and analysis of various topics and positions, as well as draft, write, and present effective public speeches.

ATHLETICS

De Smet Jesuit has a highly regarded athletics program, with 52 teams in 19 sports. The school competes in the large-school division in the Missouri State High School Activities Association and has won 52 state championships over the years — with at least one championship in 15 of the 19 sports. Many graduates have gone on to play at the college level, with a number reaching the professional ranks.

The school prides itself on the philosophy that athletes are students first. All coaches are highly experienced, and in the Jesuit tradition, encourage the development of their players as hard workers, teammates, and respectful people.

Fall sports include bowling, cross country, football, soccer, and swimming and diving. Winter sports include basketball, bowling, ice hockey, racquetball, and wrestling. Spring sports include baseball, golf, inline hockey, lacrosse, racquetball, rugby, tennis, track and field, volleyball, water polo, and Ultimate Frisbee.



**“At De Smet Jesuit,
I can be myself.”**

-Student

SCHOOL LIFE

Developing brotherhood and community lie at the center of school life programs and initiatives. Student clubs — more than 45 in all — offer opportunities that harness talents, develop skills, build friendships, strengthen bonds between teachers and students, and challenge students to manage their time wisely. Clubs range from improv to Model UN, power lifting to photography, social justice to vintage gaming.

The school also uses a house system to engage students in the community. Beginning in freshman year, students are assigned to one of these six houses and compete in challenges that range from penalty kicks, to chess, to video game tournaments. De Smet Jesuit's Student Council organizes five designated house days per school year.

Every person's journey of faith is unique, and De Smet Jesuit offers instruction and guidance rooted in the Catholic, Jesuit tradition and provides opportunities for young men to explore their faith in ways that are personally impactful. From the Campus Ministry department, to annual retreats, service, worship opportunities, and more, each student has opportunities to explore their faith, regardless of faith background.

Community service rounds out the school life programming. It includes 50 hours of voluntary social service for seniors. Juniors participate in a yearlong service program volunteering for one institution in the local community on a regular basis. Students also participate in daily reflection and prayer, attend school masses, and are invited to yearly retreats.



CAMPUS

De Smet Jesuit High School is located on a spacious campus in the suburb of Creve Coeur west of downtown St. Louis. During the last 20 years, 10 additional acres were added to the campus with upgrades and enhancements. Along with the state-of-the-art classrooms and athletic facilities, the campus includes a 353-seat performing arts theater and the 6,335 sq.-ft. Innovation Center opened in January 2018. New turf was installed on the athletic field in 2019 with a scoreboard added soon after. A capital campaign is also being planned, with the initial phase to begin in 2021. This could be transformational for our campus.

ST. LOUIS, MISSOURI

St. Louis, on the western bank of the Mississippi River, has long been considered the gateway to the American West. But the city offers so much more than its impressive Gateway Arch. In 2019, the population was just over 300,000 — with the greater St. Louis area serving as home to more than 2.8 million. St. Louis has a diverse economy with strengths in the ag tech, geospatial, service, manufacturing, trade, transportation, and tourism industries. The city is home to nine of the 10 Fortune 500 companies based in Missouri. It is also home to major research universities including St. Louis University and Washington University.

Revitalization of the downtown and the emergence of an advanced technology incubator, known as T-Rex, have significantly raised the profile of St. Louis on the list of best places to live. *Magnify Money* ranked the St. Louis region as sixth in the nation for offering a balanced lifestyle thanks to low housing costs and short commute times.

St. Louis has two professional sports teams: Major League Baseball's St. Louis Cardinals and the National Hockey League's St. Louis Blues. In 2019, the city was awarded a Major League Soccer franchise, which will begin play upon the completion of a 22,500-seat stadium in the city's Downtown West neighborhood in 2022.



OPPORTUNITIES AND CHALLENGES

This is a promising time for De Smet Jesuit and a classic “take it to the next level” leadership opportunity. The school is entering its 54th year of outstanding service to the Greater St. Louis community, and there is a palpable buzz on campus as the community embraces with enthusiasm the exciting possibilities of new leadership that is respectful of the past but committed to the bold aspirations shared by all constituents. The next President will need to embrace and promote the Catholic identity and mission of the school while modeling Ignatian spirituality.

In addition, the next President should be mindful of the following opportunities and challenges:

- The rudiments of a Capital Campaign and Master Facilities Plan have been developed by the board, and the next President will have an opportunity to work with the board to finalize these plans and begin executing with discipline.
- In addition, the school is in the fourth year of a strategic plan that is on schedule and achieving traction. All indicators are encouraging but will need continued leadership focus.
- Fundraising will also need to be a priority in order to achieve the bold ambitions of the school, especially its plans to expand diversity, inclusion, and financial aid. De Smet’s endowment is relatively modest and will need to be enriched in the coming years.
- That said, the school’s first graduates are now easing into their retirement years with great possibility for estate planning and eventual wealth transfer. This is an exceptional and timely opportunity for the school, and the next President will need to make this a top priority.
- And, finally, De Smet is a high performing, independent, warm, and inclusive Jesuit institution where all boys are celebrated and welcomed for who they are. This is a powerful and distinct value proposition. Given the competitive realities of the St. Louis education market, the next President will need to continue raising the profile of this wonderful school while distinguishing it from other worthy institutions in the area.



DESIRED QUALITIES AND QUALIFICATIONS

As mentioned earlier in this document, De Smet Jesuit operates in the President/Principal Leadership Model. In this model, the President needs to be a fundamentally collaborative leader and partner to the Principal while also serving as an accountable CEO, championing the vision and driving the agenda and aspirations of the school. The President is also required to be an effective fundraiser and friend-raiser and to secure all necessary resources to enable the school to thrive and achieve all institutional plans and priorities.

This is truly an outstanding leadership opportunity, and members of the board welcome candidates from varied career backgrounds who share their ambitions for the school and can meet the core requirements for the position. In addition to possessing academic credentials appropriate to the leadership of an institution of such reputation, the board seeks candidates who have the following qualities and qualifications:

- A practicing Catholic in good standing who can embody and exemplify Ignatian values and demonstrate their power and purpose in his/her daily leadership practice.
- An outstanding communicator with poise, presence, and conviction who can raise the profile of the school in the community and articulate its extraordinary value proposition.
- An institution builder with outstanding relational skills who will connect broadly and meaningfully with constituents and engage with donors and stakeholders in supporting the aspirations of the school. Broadening the donor base and engaging with alumni are top priorities.
- A servant leader with keen managerial and team building skills.
- Given the lessons of the current pandemic, a leader who can adapt to unexpected challenges and lead the institution with grace and confidence through difficult times.



The board welcomes accomplished candidates from other Catholic, charter, or independent schools as well as higher education, the non-profit or for-profit arenas, or other mission-critical career venues. While knowledge of education and school operations is preferred, other qualities and experiences are also valued, especially passion for Jesuit education, as well as the ability to inspire, lead a high performing team, and create demand for the unique gifts of a De Smet Jesuit education.

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 philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate's permission) to:

Bob Regan

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