



LA SALLE ACADEMY
Providence, Rhode Island

PRINCIPAL
Start Date: July 2022
lasalle-academy.org



**Carney
Sandoe**
& ASSOCIATES



Mission

La Salle Academy's mission is to educate young men and women from diverse backgrounds, with a special focus on the working-class and families experiencing poverty. We do this in the tradition of St. John Baptist de La Salle – a man whose ideals of faith, service, and community we honor every day as a Catholic college preparatory school.

OVERVIEW

La Salle Academy, an independent coeducational Catholic college preparatory school located in Providence, Rhode Island, provides students with a quality education by encouraging curiosity, rewarding hard work, and fostering a life-long love of learning.

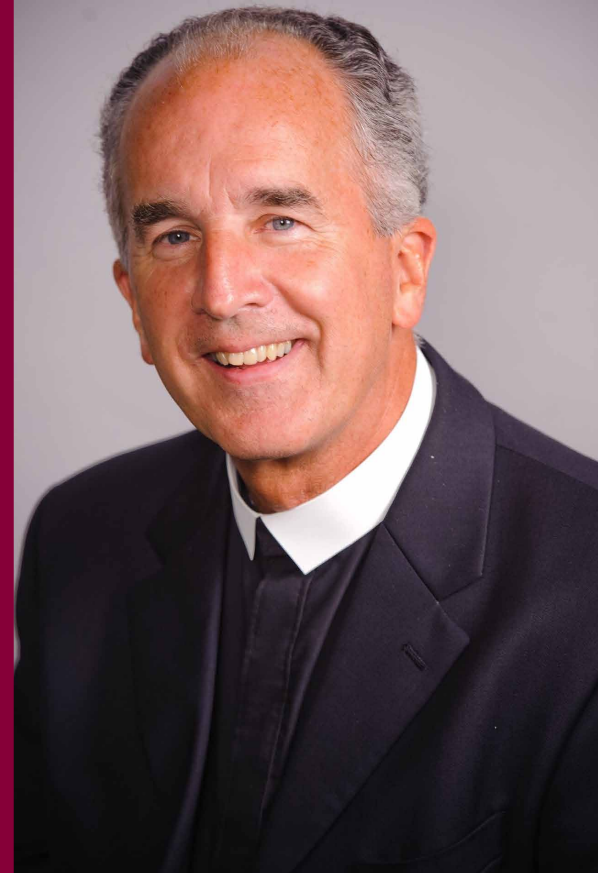
Founded in 1871, La Salle's mission is to educate young men and women in grades 6 through 12 from diverse backgrounds, with a special focus on those from middle-class, working-class, and underserved communities. The La Salle community does this in the tradition of St. John Baptist de La Salle: a man whose ideals of faith, service, and community are honored every day through the La Salle curriculum and culture. Accordingly, an essential part of the Academy's mission is the religious formation of each student. At La Salle Academy, their community of faith guides one another to an awareness of God's presence in their school. They proclaim the gospel of Jesus and accompany their students as they grow towards a deeper appreciation of their own faiths.

La Salle Academy 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 will be expected to maintain this high-performing culture, while modeling Lasallian values and supporting the mission and traditions that set this outstanding school apart.

Thank you for your interest in La Salle Academy! We hope what you discover in this profile continues to stimulate your interest and encourages you to imagine yourself at La Salle Academy. As a Lasallian Catholic educational community, we strive to be a friendly face of the Church for the young people entrusted to our care, realizing that ours is a mission of privileged service that is very necessary in these times, as it has been throughout our previous 150 years.

We are seeking an innovative educational leader who will embrace our history and charism and be energized because of the exciting challenges and fulfilling experiences you will have in inspiring our community, transforming the lives of our students, and honoring our place as part of a vibrant, global network of educational ministries.

- Brother Dennis Malloy, FSC,
President, La Salle Academy



La Salle Academy seeks a new Principal who embraces the moral imperative to provide young people with a Christian education, particularly those from underserved communities. Candidates will also be well-versed in the role technology can play in education, as well as the meaningful roles that arts, athletics, and co-curricular activities serve in helping young men and women broaden and better their lives. The new principal will be able to discern ways La Salle Academy can transform the lives of its students while honoring its place as part of a vibrant, global network of educational ministries.

SCHOOL HISTORY

From the 1850s through 1871, the bishops who oversaw Rhode Island (the Diocese of Providence was not formally created until 1872) begged the Christian Brothers to start a school in the state. In 1866, Bishop McFarland agreed to initiate the process. A few years later, McFarland purchased and renovated a building on Fountain Street and began instruction at this building.

In 1871, three Brothers arrived in Providence to operate the school and instill it with the values of their order's founder, St. John Baptist de La Salle. The Brothers gave the school direction, purpose, and a set of core values that the school still holds dear today. In 1876, Bishop Thomas Hendricken, who, like his predecessors, was deeply impressed by the devotion and dedication of the Christian Brothers, gave the school its official name: La Salle Academy.

At a Glance

Founded: 1871

Total students: 1,462

High School students: 1,284

Middle School students: 175

Student body that identifies as Catholic: 71.1%

Students of color: 26%

Faculty members: 129

Staff members: 28

Faculty who hold an advanced degree: 85.7%

Average faculty tenure: 13 years

High School student/teacher ratio: 11:1

Financial aid awarded for current school year: \$3.1M

Students receiving aid: 45%

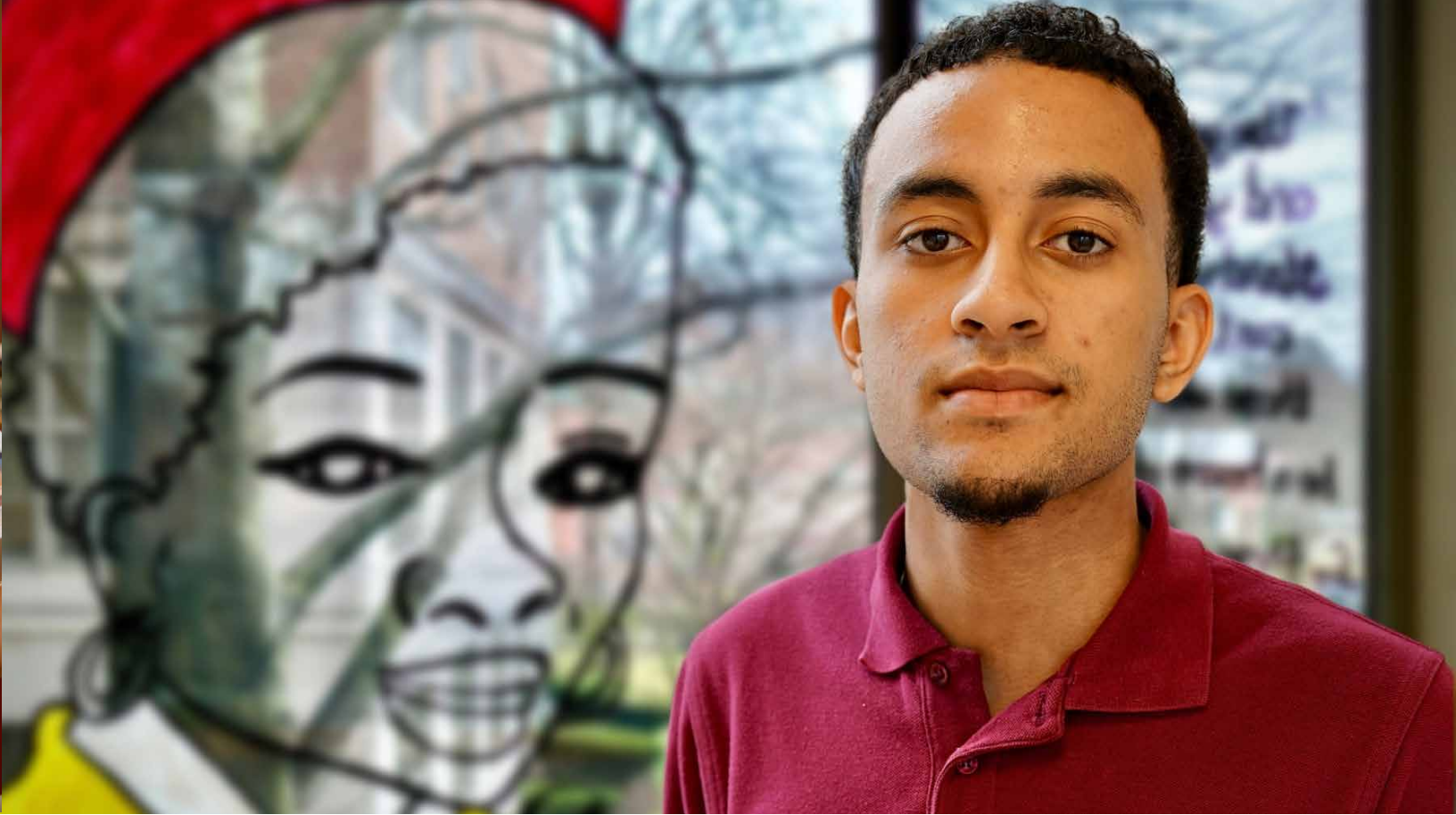


Soon La Salle Academy faced a growing demand to meet the needs of the students of the Diocese of Providence. The school was bursting at the seams with students, and it became clear to both the Brothers and the Diocese that the Fountain Street building was not big enough. So, by 1921, Bishop William Hickey purchased several acres of land at Hazard Farm in the northwest corner of Providence and began construction of a new building to house La Salle. For the next 60 years, La Salle Academy continued to grow and prosper. In 1983, Bishop Louis Gelineau announced that two neighboring all-girl schools, St. Mary's of the Visitation and St. Patrick's High School, would be merged into La Salle Academy. Thus, La Salle Academy became a coeducational school.

In 2000, the McLaughlin Athletic Center and the Brother Michael McKenery Arts Center were opened to further expand the horizons of La Salle students both physically and artistically. In 2004, the Shea Science and Student Center was opened so that the Academy could remain on the cutting edge of science education. In the fall of 2011, the Cronin Fields and Cimini Stadium were completely renovated, and a competition track and synthetic field were installed.

THE SCHOOL

Each student is provided with opportunities to recognize and develop physically, intellectually, emotionally, and morally in a Catholic environment. A challenging college preparatory curriculum is balanced by a co-curricular program of parallel strength, with an emphasis on leadership, an appreciation of the arts, and a wide variety of competitive sports.



LaSalle provides an environment that instills a respect for lifelong learning in each of its students. Young people at La Salle become responsible citizens by developing the ability to think critically, logically, and ethically. They learn to communicate effectively, process information efficiently, and use technology to enhance their educational experience and decision-making capabilities. Notably, the La Salle Academy faculty consistently embrace new techniques to meet the evolving standards of educational technology; their goal is to provide students with the best opportunities to learn and achieve excellence.

As it looks to the future, the Academy's Five-Year Strategic Plan and its capital campaign, Generations: The Campaign for La Salle, give the school the framework and resources necessary to incorporate new ideas into today's curriculum, update classrooms to be more collaborative spaces, retain the flexibility for revisions and modifications to meet its future needs and growth, and allow deserving students access to a Lasallian education. La Salle is committed to providing the resources and technology teachers require while also creating innovative and state-of-the-art spaces such as the engineering lab and the planned TILE (teach, Innovate, Learn, Engage) Lab for student centered learning.

La Salle Academy is deeply committed to the religious formation of its students. Students are introduced to the Biblical imperatives of justice, love, and the kingdom of God. As such, the school instills in all members of its community a spirit of service. Additionally, La Salle Academy actively partners with families of its students, their first and primary educators. At La Salle, they live each day remembering that they are in God's presence. This intentional awareness of God's presence compels the school to create an educational community where students from a variety of socioeconomic, ethnic, and family backgrounds feel safe, welcomed, and included.



The Lasallian Educational Mission extends across 80 countries around the world. With more than 1,000 schools and other educational ministries, the Lasallian Mission reaches almost one million students in formal settings and thousands more in informal educational settings, such as programs for street children. Among the 90,000 Lasallians who minister in these educational institutions are more than 2,000 Brothers, 400 religious and priests, and 88,000 lay Lasallian men and women. La Salle Academy is part of this worldwide community which follows the [Five Core Principles](#) of its founder, Saint John Baptist de La Salle.

La Salle Academy is accredited by the New England Association of Schools and Colleges and the Rhode Island Department of Education.

ACADEMICS

La Salle Academy offers a rigorous college preparatory program; high school students carry six subjects (freshmen must carry 6.5), as well as physical education. In addition to passing required courses, students are asked to enroll in elective courses to broaden their education and nurture academic passions. Students enroll in traditional courses in math, social studies, world languages, science, the arts, and religious studies.



A highlight of the La Salle curriculum is the La Salle Scholars program. Within every academic community, there are students who are blessed with an advanced capacity for learning. The La Salle Scholars Program is carefully designed to optimize the intellectual and personal growth of these gifted high school students, by offering each an opportunity to broaden and deepen knowledge, and to explore a college and career focus. Thus, the La Salle Scholars Program builds on La Salle Academy's long tradition of educational excellence. Students are invited and recommended by faculty to consider the additional rewards of this extraordinary learning opportunity.

College Matriculation

Matriculations for the class of 2021 include the following colleges and universities, among many others ([view the full list here](#)):

- Auburn University
- Boston College
- Boston University
- Brown University
- Carnegie Mellon University
- Colgate University
- College of the Holy Cross
- College of William and Mary
- Cornell University
- DePaul University
- Dickinson College
- Fordham University
- George Washington University
- Georgetown University
- Johns Hopkins University
- Lehigh University
- New York University
- Northeastern University
- Pennsylvania State University
- Pomona College
- Princeton University
- Providence College
- Purdue University
- Rhode Island College
- Syracuse University
- The Catholic University of America
- The George Washington University
- United States Military Academy
- United States Naval Academy
- University of California, Los Angeles
- University of Colorado, Boulder
- University of Georgia
- University of Miami
- University of Rhode Island
- University of South Carolina
- University of Vermont
- University of Virginia
- University of Wisconsin
- Villanova University
- Wake Forest University
- Worcester Polytechnic Institute



La Salle Academy recognizes the hidden potential in some of its students through the Freshman Transition Program. The mission of this program is to develop the academic and personal potential of ninth grade students whose prior academic records indicate basic skill deficiencies. The program provides a safe, caring, and responsive environment designed to help students achieve the academic, personal, and social changes necessary for success. The program strives to provide for individual needs using modified curricular design; develop students' study skills with emphasis on learning how to learn; deal with the basic concepts in each subject area in a disciplined, structured way; provide opportunities to apply content and processes to real life situations; and carefully monitor the academic and social progress of each student.

La Salle Academy demonstrates a concern for the individual student. Each student is provided with the opportunities to recognize and to develop aesthetically, physically, intellectually, emotionally, and morally in a Catholic environment. In keeping with La Salle's mission to be an inclusive Catholic school and guide the individual student, the Explorer Program is designed for bright students with mild learning differences. This four-year program provides daily one on one teacher to student instruction outside of class time, at an additional tuition cost to the families involved.

La Salle Academy's experienced College Counseling team provides comprehensive support to students and their families throughout the college selection and application process. By working closely with class deans and faculty, counselors help students find a post-secondary option that best fits their strengths, interests, and goals.



THE ARTS

In the Fine Arts Department, La Salle Academy offers an inclusive community for students to express themselves in a healthy, positive, and artistic way. The school provides opportunities for artistic expression in the classroom through Music, Theatre, Dance, Fine and Visual Arts, Video Production, and Storytelling. The Fine Arts Department aims to equip students with the 21st century skills of collaboration, creativity, communication, and expression (respect for all persons). Students are beginning to decide who they are and define their identity within their communities; all skills that the school's Lasallian artists and educators can encourage them to explore.

Students enter La Salle in their Freshman year with an Introduction to the Arts course, where they will take rotations of Drama, Music, and Visual Art. From there, they are able to pick an arts track in one of those areas and take advanced coursework in that discipline. Students have the opportunity to further their skills and apply what they learn in the classroom to our myriad after school arts activities. La Salle's performing arts activities include La Salle Players (theatre company), La Salle Concert Choir, Boys and Girls A Cappella, Dance Club, and Voices Inc. (a performance poetry group).



In addition to the performing arts programming, opportunities in La Salle Arts offer something for every type of artist. For example, the Film Society hosts special topics symposiums throughout the year. (Past topics have included “Race and Film,” “Women in the Media,” “Celluloid Politics,” and “The Suburbs, from Sitcoms to The Simpsons.”) There is also a group of budding sports broadcasters who run an online broadcast network. Shows on the network alternate between a sports shorts “sports wrap” program and the WLSA bi-weekly morning news show. For those who prefer to be behind the camera, the Photography Club introduces students to traditional wet darkroom processes, as well as editing processes for digital photography. Club Members are able to share and discuss their work and are encouraged to enter high school photography competitions.

ATHLETICS

La Salle athletics reinforce the school’s mission by providing opportunities for training, physical conditioning, and healthy competition. This programming not only helps students develop their physical talents, but also strengthens their mental dexterity through exploring the strategy and intricacies of a sport. Participation in athletics furthers La Salle’s mission by helping students learn how to make positive contributions by encouraging responsibility, fostering persistent effort, and promoting self-awareness. With all of this in their minds and hearts, the La Salle Rams compete in 30 different varsity sports, and also field many junior varsity and freshman teams. La Salle Academy is a charter member of the Rhode Island Interscholastic League (RIIL), operates within its framework, and also competes against out-of-state teams.



SCHOOL LIFE

Life at La Salle beyond the classroom is rich and vibrant, providing numerous opportunities for students to pursue an existing passion...or discover a new one.

Currently, La Salle offers more than 50 clubs and activities that allow students to test their boundaries and learn lessons that are impossible to teach within the parameters of a traditional academic curriculum. To be sure, some of these clubs directly complement students' academic skills, such as the Academic Decathlon team (which competes against other Rhode Island high schools in academic disciplines such as science, math, literature, art, and music), Model United Nations, and Debate Club. Meanwhile, other clubs focus on the Lasallian commitment to serve others (e.g., Lasallian Youth – an international organization of young people who put their faith into action – or the Social Concerns Group—a group devoted to helping the poor of Rhode Island, as well as La Salle's twinned school in Kenya). Still others invite students to broaden their horizons by learning about foreign languages and cultures or delving into challenging activities like chess or fencing.

Campus Ministry offers programs designed to minister to the spiritual and religious needs of the entire La Salle Academy family in a manner that is both inviting and respectful of each person's faith tradition and personal experience. Campus Ministry programs are open to persons of all faiths and denominations. The programs include morning prayer and reflections – offered by both faculty and students; school liturgies, confessions, and opportunities for prayer and reflection; a retreat program for each grade level; six service trips over February, April, and summer vacations; ongoing opportunities for service in the local community; and a daily pastoral presence for students in need of spiritual or emotional support throughout the day.



CAMPUS

The primary La Salle building houses computer-networked classrooms, a 590-seat auditorium/performance center, a library, the Brother Michael McKenery Arts Center (with a 350-seat three-quarter stadium theater), an arts area that includes a video studio, dance studio, choral room, band complex, art studios, and a renovated administrative office suite. Additional on-campus building highlights include: the McLaughlin Athletic Center with its three large basketball courts; an indoor practice track; a dance room; the Shea Science and Student Center with 11 combined laboratory/classrooms; a student dining area; and a Campus Ministry Office suite.

Outdoor facilities include: a synthetic turf game field for soccer, football, and lacrosse (with bleachers seating 1,800); a synthetic turf baseball field; an all-weather 400m track; a concession stand; and restroom facilities. In addition to the newly resurfaced tennis courts and outdoor pavilion, La Salle offers a wrestling room and state-of-the-art fitness/weight training facility.

[Take a virtual tour here.](#)

PROVIDENCE, RHODE ISLAND

Providence, Rhode Island's capital city, is beloved by locals and visitors for its restaurants, innovative arts scene, vibrant energy, and unpretentious vibe. The city itself offers so much. But Providence's unique location also contributes to its distinction. Fifty miles from Boston and 180 miles from New York City, Providence reaps the benefits of being connected to world-class urban areas; at the same time, it is a great starting point for outdoor recreation, with numerous parks, biking trails, and nearby hikes. Plus, the ocean is just a short drive away.



The arts anchor much of life and culture in Providence. The city (sometimes called “The Creative Capital”) is a hub for performance in myriad forms. For example, the city’s signature WaterFire installation is a spectacular sight to behold: imagine 100 sparking bonfires on the rivers of downtown, with world music echoing off the arched bridges and skyscrapers. While exploring the streets, public art is visible in many forms, from larger-than-life photos highlighting the diversity of the city, to colorful sculptural art, to a mural by Rhode Island School of Design (RISD) graduate and famed artist, Shepard Fairey. The nationally recognized theater company, Trinity Rep, is located at the heart of the city and is home to the Brown/Trinity MFA program. (Trinity features the last permanent resident acting company in America!) And no matter the week, you can take in live performances at the Providence Performing Arts Center or the Columbus Theatre. Be sure to check out an exhibit, performance, or gallery show at AS220, too; the AS220 Main Stage hosts more than ten events a week. Additionally, the artist-run organization offers printshop workshops, electronics workshops, and many drop-in classes.

The city is home to several museums, including the RISD Museum, part of the famed Rhode Island School of Design; the John Brown House Museum, a landmark from the 18th century; and the Governor Henry Lippitt House Museum, an American National Historic Landmark. Don’t miss the Providence Public Library, either – a Venetian Renaissance building. Dating back to 1900, the building is on the National Register of Historic Places. For families, Providence offers ample opportunity to have fun while learning. It is home to the Museum of Natural History and Planetarium, the state’s only natural history museum and public planetarium; the Providence Children’s Museum, a hands-on museum for children; and the Roger Williams Park Zoo, home to scores of animals in naturalistic settings.



Home to one of the leading culinary schools in the country (Johnson & Wales), Providence is a magnet for “foodies” because of its acclaimed restaurant scene. Offerings range to include nearly anything you might crave: Korean pancakes, veggie tacos, inventive food-truck fare, gourmet donuts, and farm-to-table delicacies.

As many know, Providence is rooted in religious freedom and signs of this are visible throughout the city. The Beneficent Church is one of the oldest churches in the state, dating back to 1743. Its Christian worship takes place weekly, and tours are granted upon request. Grace Episcopal Church holds weekly mass and is open daily to visitors for worship and tours. The Cathedral of Saints Peter and Paul is a Roman Catholic Church with daily mass offerings.

Truly, this is just the beginning of what Providence has to offer. It’s safe to say that you can find whatever it is that feeds your spirit in Providence: a city that delights the senses, nurtures the intellect, and pushes the imagination.

OPPORTUNITIES AND CHALLENGES

La Salle Academy is a premier, high-performing secondary school with a profound commitment to its Lasallian values and traditions. Led by the Brothers of the Christian Schools since 1871, La Salle Academy is an exceptional coeducational Catholic college preparatory school that educates upwards of 1,500 young men and women in grades 6 to 12. This 150-year-old school is rock solid in every material, financial, and spiritual sense. It is deeply committed to its mission of providing “a human and Christian education” to young people, both Catholic and of all religious affiliations, throughout Rhode Island and southeastern Massachusetts.



La Salle operates in the President/Principal Model. The Principal reports to the President and serves as the day-to-day head of academic operations. With an average tenure of 13 years, the faculty is superb and numbers 129 professionals, 85% of whom hold master's degrees. The current Principal will be retiring after more than 20 years of outstanding service.

The school seeks a visionary and faith-filled practicing Catholic who will work closely and collegially with the President and senior leadership team to advance the school's position as a premier faith-based institution. This is a significant, high profile leadership responsibility, with opportunities and challenges like these:

- Creating the next generation of distinct, innovative programs – across the curriculum -- that will continue to distinguish LaSalle and appeal to parents and students as the education necessary for leadership in the 21st century. This is not a business-as-usual role. It will require a visionary leader, with experience developing collaborative and student-centered teaching and learning models.
- Developing awareness and pathways for global education, such as through international summer residency programs, immersion exposure to languages, and faculty foreign travel.
- Sustaining and enhancing the Catholic Lasallian values of the school, through hiring faculty and staff with an authentic mission mindset while modeling those same values in one's leadership practice.
- Leading a large and complex school and manage a socio-economically and ethnically diverse student body.
- Enhancing the existing strong sense of community, by fostering a collegial spirit among a faculty 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.

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

- 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 Catholic educational institutions, especially mission-inspired, high performing schools or colleges rooted in the charism of a religious order.
- The ability to work effectively with faculty and the leadership team, to build community around mission and core values, and to have experience in curriculum development are essential qualities of the next Principal. This is a rare opportunity to lead and inspire the academic aspirations and outcomes of a premier Catholic institution.



- Appropriate academic credentials will be required to lead this educational institution. This means, at a minimum, a master's 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 of its essential facets – academic, spiritual, co-curricular, wellness, and community is required. This will be critically important in maintaining the distinctness of LaSalle.
- The next Principal will need to be a leader with a sense of urgency and persuasion who will raise the profile and value proposition of the school in the community, while creating parent and student demand for the unique gift of a La Salle education.

TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates choosing to apply will ultimately need to submit the following materials as separate PDF documents:

- 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, relationship, 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:

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