

HIGH SCHOOL PRESIDENT SEARCH

ST. FRANCIS HIGH SCHOOL
La Cañada Flintridge, California
www.sfhs.net

Start Date: July 1, 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

St. Francis High School develops faithful men, loving brothers, virtuous leaders and dedicated learners in the Capuchin Franciscan tradition of love, discipline, and prayer.

Philosophy

St. Francis High School strives to:

- Enrich the mind and heart through the teachings of Jesus Christ and Francis of Assisi.
- Strengthen the Franciscan values of respect for others and self through humility, prayer, and service, especially to the poor and marginalized.
- Create a brotherhood for young men of diverse backgrounds.
- Envision a Franciscan education not as an end in itself, but as a means of forging men of virtue.

At a Glance



Established
1946



Enrollment
620



Total faculty
67



Student-faculty ratio
9:1



Students of color
57%



Financial aid awarded
\$2.3M



Faculty with advanced degrees
61%



Average class size
25

Zip codes represented: 83

Faculty of color: 22%

Catholic students: 66%

Students receiving aid: 40%

Endowments: \$13.6 million

AP courses: 28

Varsity sports: 12

Student clubs: 45+



Overview

Founded in 1946 by the Capuchin Franciscan Friars, St. Francis High School is a Catholic, college preparatory school for young men in grades 9-12. Throughout its history, the school has encouraged students to strive for excellence and live a life of goodness and virtue that is consistent with the Franciscan tradition of humility and servant leadership.

The Franciscan Intellectual Tradition speaks to the heart of Franciscan Spirituality. At St. Francis, the goal of education is not simply knowledge or power. Knowledge with charity brings students an awareness of a deeper meaning of life, through our Capuchin Franciscan tradition, which is found in happiness, joy, peace, and servant leadership. At the core of the school's philosophy is the intention to graduate young men committed to excellence of mind and goodness of heart in their life calling.

The school is operated by a dedicated and knowledgeable Board of Directors under the sponsorship of the Capuchin Franciscan Order of the Western America Province. SFHS is accredited by WCEA (Western Catholic Education Association) and WASC (Western Association of Schools and Colleges). It is also a member of NAIS (National Association of Independent Schools) and the International Boys' Schools Coalition.



President/Principal Model

St. Francis High School operates under the President/Principal governance model. Since its adoption in 1993, the President has been a Capuchin Franciscan who has served as the spiritual mentor of the school and the dynamic leader with ultimate responsibility for mission-effectiveness by way of the School's financial stability, outreach, performance, and reputation. He has worked closely with the Board of Directors to advance the mission, sustainability, and strategic vision of the school.

While the next president at St. Francis may be a religious or lay person, it is imperative that this leader will embrace the school's Capuchin Franciscan charism and authentically model - in both word and deed - its core values and Catholic faith. While doing so, the President will work closely with the Principal as she mentors faculty, staff, and students and leads the day-to-day operations and programming. The next President will be expected to commit him/herself to this governance model and to work in collaboration with the Principal and all members of the school community.

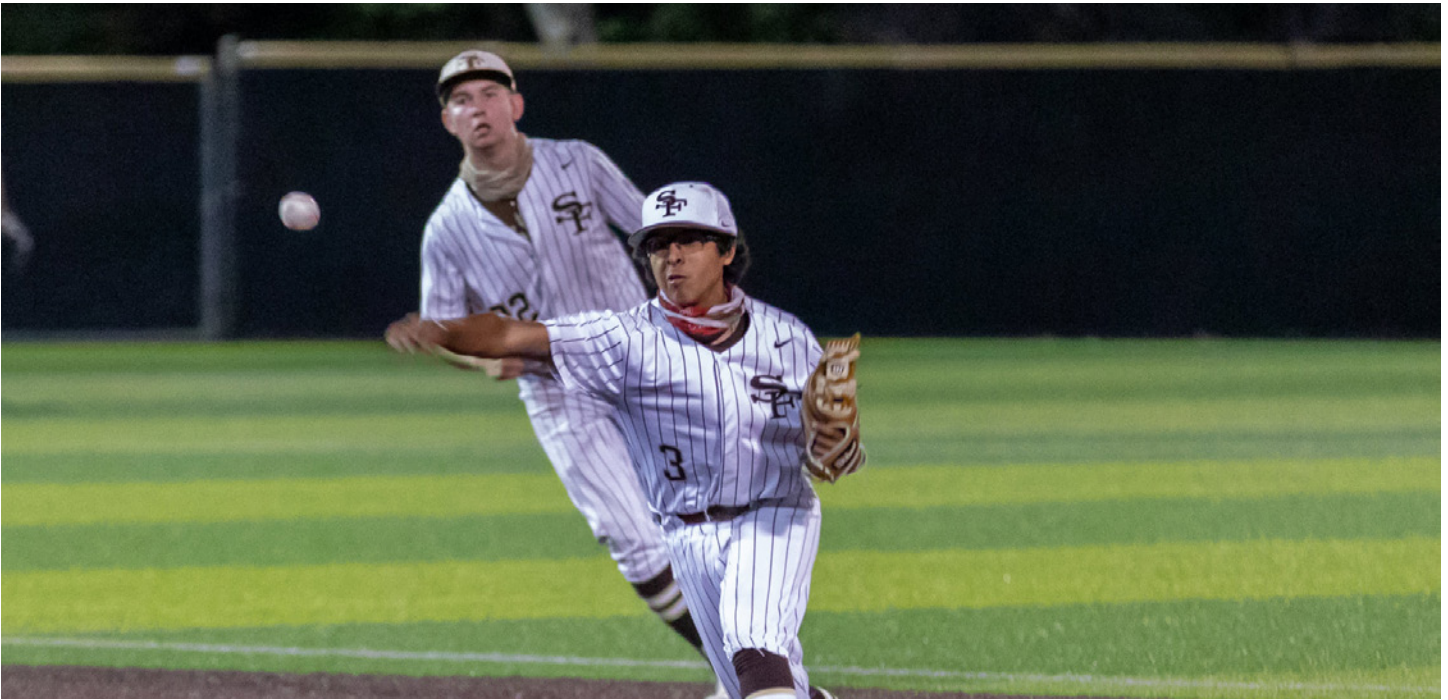
Opportunities and Challenges

Since its founding over 75 years ago, St. Francis High School has remained true to its Catholic identity and Capuchin Franciscan charism, the heart and soul of the school. The Board, the administration, faculty, and staff recognize that it is now time to adapt this tradition to meet the current and anticipated needs of the young men it serves while remaining faithful to the uniqueness of the Capuchin Franciscan way of living, learning, and leading. The school stands ready to embrace the following challenges and opportunities:

- A strategic vision and intentional messaging must be crafted that clearly defines, deepens, and promotes the Franciscan charism and intellectual tradition in all decisions related to school culture, academic programming, and policies.
- With a deeply ingrained tradition of humble servant leadership, the new President will be challenged to articulate to the broader community the special and transformational nature of a St. Francis experience. Conveying this value proposition while staying true to the Franciscan virtue of humility will be a priority.



- While St. Francis has maintained a steady enrollment for the past two decades, the overall declining Catholic school population in the San Gabriel Valley area will be a significant head wind going forward. Identifying, nurturing, and engaging with potential partner schools and communities is essential to strong admission results and consistent enrollment.
- Enhancing a nimble, vibrant, and transformational student experience will require the work of a creative and innovative administration, faculty, and staff. With a declining friar population and increasing number of lay administrators, a renewed focus on excellence and goodness will require highly intentional and inspired formation of all faculty/staff in the Capuchin Franciscan tradition. It will also require a commitment to ensuring competitive compensation for employees, a difficult goal given the uncertainty of the economy and the cost of living in California.
- Generating and securing financial support and philanthropy for both current needs and aspirations for the future through regular and enthusiastic engagement with alumni, parents, and friends of St. Francis is a top priority. A culture of giving must be prioritized through multiple avenues including annual giving, capital, endowment, and scholarship appeals.
- While a sense of belonging is one of the great strengths of the school, more can and should be done to embrace and model the teachings of Jesus Christ, St. Francis and the Capuchin Franciscan charism in mission aligned and culturally attuned ways.
- The school's commitment to create a brotherhood for young men of diverse talents, and racial, ethnic, religious, and socio-economic backgrounds must be reflected in every aspect of school life. Ongoing investment in financial aid and support of diversity efforts according to Catholic social justice teaching among all constituencies in the school community is critical to honoring this commitment.



Qualifications and Personal Attributes

Given St. Francis's distinctive mission and its commitment to nurturing excellence and goodness in its students, the President must also demonstrate professional excellence and model personal goodness. He/she must possess an appreciation and genuine passion for working with young men and support academic, artistic, athletic and other co-curricular opportunities that treat each student as an individual gift from God.

- The school expects its President to be an inspirational, faith-filled Catholic who embraces its mission and tradition of enriching the mind and heart; a generous, service-oriented person who is wholeheartedly dedicated to leading a diverse, welcoming, and familial community.
- The President must be energetic, compassionate, trustworthy, and an excellent communicator, especially as she/he champions the mission of the school, articulates the school's unique charism through the Franciscan intellectual tradition, advocates for boys' education, and models humility and other Franciscan virtues.
- The school will be well-served by a President with team-building experience and management style that both respects and holds accountable those in his/her professional care.
- The President should be a visionary leader, one who is able to inspire the community through a deep understanding of the realities that ground us while also lifting our eyes to what is possible on the horizon.
- A wise steward of institutional resources, the President must work diligently to raise additional financial support as an effective and relational fund-raiser and friend-raiser, committed to establishing long-term connections to the donor community.
- The President of St. Francis High School is a "Spiritual CEO," someone who is proficient in the customary work of a lead administrator while being animated by God's spirit. Certainly, those who have had a career in Catholic education may be qualified to fill this role, but a successful candidate may also emerge from experiences in other mission-critical career venues such as higher education, non-profits, pastoral ministry, and the like.

Learn More

Click on the links below to learn more about Saint Francis High School.

[School Website](#)

[Diversity at St. Francis](#)

[Capuchin Franciscan Tradition](#)

[College Matriculation](#)

[Why an All-Boys School](#)

[About La Cañada Flintridge, California](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence regarding this position. Per the compensation notice requirement of CA SB 1162, the mid-point of the compensation range is \$285K. Housing allowances for the President will be included in the overall compensation package. Candidates ultimately will need to submit the following materials as separate PDF documents to the consultants:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided by consultants);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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