



Loyola High School

OF LOS ANGELES

President Search

START DATE
July 1, 2025



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All Boys Grades 9-12 President Search July 2025



THE BOARD OF DIRECTORS of Loyola High School of Los Angeles, an all-boys, Jesuit Catholic, college preparatory school, has engaged the national consulting firm of Educational Directions to assist the school in identifying its next president. The new president will start in July 2025. Deeply rooted in Jesuit Catholic heritage, the board and the school community are looking for a leader who is committed to Loyola's identity and who will be fully involved in the life of the school as well as the local community. Loyola's leader must be a collaborator in the truest sense of the word who firmly believes in and practices the values of shared leadership and shared responsibility. The students, faculty and staff are the heart of Loyola and the next president will actively engage with all constituents and embrace the Loyola community, culture, mission and purpose.

Loyola's mission is *to inspire students to become men of faith, scholarship, service and leadership*. With that mission, as well as the school's **core values** at heart, the new president will engage with the administration, faculty, staff, students, parents and the board of directors in shaping the next chapter of excellence at Loyola. *Cura personalis*, the Jesuit philosophy of educating the whole person, prepares students for lives of leadership and service to their community. Loyola is focused on forming young men who, through their academic endeavors and co-curricular opportunities, are unconditionally loved, open to growth, inquisitive and intellectually motivated,

morally grounded, spiritually alive and who develop as leaders who are "men for and with others."

The president, selected by the board of directors and missioned by the Provincial of the Jesuits West Province, serves as Loyola's Chief Executive Officer and Director of the Apostolic Work. The president is charged with execution of Loyola's mission and promotion of the school's Jesuit and Catholic identity both within the school and to its various constituents. The president is responsible for the general operation of the school according to this mission, development and implementation of the policies of the board, long-range and strategic planning and the educational quality and financial management of the school.

Overview

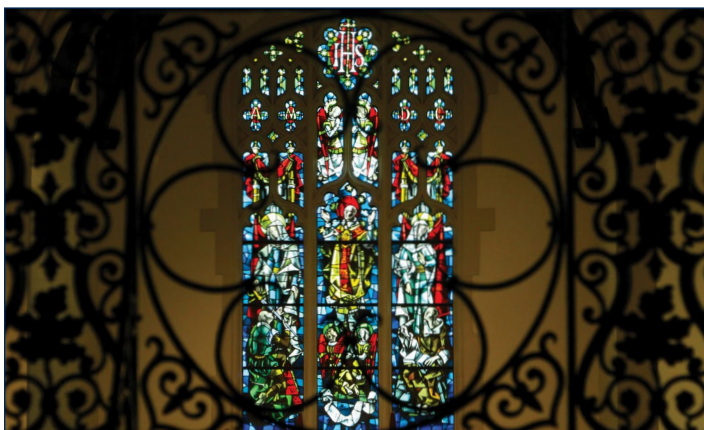
FOUNDED IN 1865, Loyola is Southern California's oldest continuously operating educational institution. Loyola was originally founded as Saint Vincent's College at the Lugo House, a historical Los Angeles landmark, run by the Vincentians. In 1911, the Vincentians relinquished the school to the Society of Jesus. The school relocated several times before moving to its current location on Venice Boulevard in 1917. The school was renamed Loyola College and housed the college, the law school and the high school until 1930, when the State of California granted Loyola High School an independent charter. Throughout its history, Loyola has

been shaped by the city it serves while maintaining its distinct Ignatian charism and principles of Catholic education.

Today, the young men of Loyola (known as Cubs—also Loyola’s mascot) are encouraged to know and participate in the life of the local community, taking part in “community walks” to become familiar with people and businesses in the neighborhood. They participate in the life of the community through civic involvement, social advocacy and accompaniment of persons in need. The lifelong lesson for a Loyola student is that a Jesuit education is not for the student alone but that they are expected to use their gifts in service for the human family and creation, in other words, they are to be men for and with others in service of justice.

The school is accredited by the Western Association of Schools and Colleges (WASC) and Western Catholic Educational Association (WCEA). Sponsored by the Jesuits West Province of the Society of Jesus, Loyola undergoes a regular sponsorship review process.

Jesuit Identity and Education



LOYOLA IS A JESUIT, Catholic, all-boys, college preparatory school. The Loyola community is clearly guided by its Ignatian ways of proceeding, Jesuit charism and Catholic identity. Ignatian spirituality is the foundation for the school’s approach to education and the formation of “men for and with others.” Ignatian spirituality is the bedrock for developing compassionate, empathetic, justice- and service-oriented young men who will go forth from Loyola ready to face the challenges of the times. It is this foundation that emboldens a Loyola graduate to become a mature person who is competent and honest, who knows how to love with fidelity, who can live life as a response to God’s call and their future profession as a service to society. An ongoing and deep

commitment to these foundational elements is vital to Loyola’s future.

At the heart of Loyola High School’s programs are two foundational Jesuit principles: *cura personalis* and *magis*. *Cura personalis*, meaning “care of the individual,” ensures that teachers and administrators are dedicated to helping each student realize his unique potential. *Magis*, or “the more,” challenges every member of the Loyola community—whether faculty, administrator, or student—to strive for excellence and continuously seek ways to improve. Guided by the belief that God is present in everyone and every situation, whether mundane or extraordinary, the Society of Jesus and Loyola aim to work for the greater glory of God in all endeavors. This mission permeates every aspect of life at Loyola, from classrooms and retreats to service sites and playing fields, underscoring the deep commitment to recognizing and responding to God’s presence in daily interactions.

A Distinctive Program for Young Men

LOYOLA HIGH SCHOOL’S PROGRAM is guided by its vision “to be a premier Catholic Jesuit learning community, preparing young men to create a world of justice, peace, truth and love.” To that end, the school strives to offer spiritual, academic and co-curricular offerings which appeal to its diverse student body. The **academic program** offers 82 courses, 509 class sections and 41 AP and Honors courses, allowing students to expand their intellectual abilities and achieve their potential.



In addition, Loyola offers four distinct Scholar Pathway Programs requiring a two-year commitment, mandatory coursework, extracurricular community service and a capstone project:

- **Ignatian Scholar** draws on two traditions in Jesuit education, service and scholarship and culminates with a research paper that examines topics from at least two different disciplines;
- **Global Scholar** is a demonstration of four central skills of global competence: investigating issues of global significance, recognizing diverse perspectives, communicating ideas and taking action;



- **STEAM Scholar** demonstrates high achievement in science, technology, engineering, arts and mathematics disciplines; and
- **Servant-Leadership Scholar** provides a rigorous process of formation through service and curricular requirements.

Community service, a graduation requirement, is an integral part of the experience for every Loyola Cub. Every Cub completes 100 hours of community service before graduation, including a 78-hour service immersion program during senior year. Each grade level's service requirement emphasizes a unique theme informing a curated **service and justice** experience, beginning with what is developmentally fitting for each grade and challenging each student to place himself outside of his comfort zone. All students are also encouraged to participate in the four-year retreat program: freshmen overnight retreat; sophomore day of prayer; junior leadership retreat and Kairos; and senior quiet retreat and Kairos.

Academic support and support for wellness are notable resources for the Cubs' experience. The recent addition

of a health and wellness coordinator and learning specialist enhance Loyola's capacity for wholistic learning for all students. Ten full-time counselors offer a comprehensive and holistic approach to their caseload, providing college and career guidance, academic support and socio-emotional guidance throughout a student's four-year journey at Loyola.



Athletics are an important component of the Loyola experience for many students. Loyola was the top athletic school in the 568-member California Interscholastic Federation (CIF) Southern Section in 2022, winning the CIF-SS Commissioner's Cup, which recognizes the spirit of competition, sportsmanship and goodwill among student-athletes, for a record 10th time. Loyola fields 33 teams—varsity, junior varsity, freshmen—during three distinct seasons.

With the goal of developing the whole person, every student is encouraged to participate in co-curricular activities. Clubs and activities are formed by students with particular interests and skills. They may be seasonal (Food Drives); yearlong (Speech and Debate, Model UN); cultural (Club Japan); or athletic (Sailing Club), technological- (Robotics) or arts-based (Loyola Art Club), to name a few. There is a **club or activity** available for all students.

School Community



LOCATED NEAR DOWNTOWN Los Angeles, Loyola draws students from a broad geography including

more than 200 zip codes. The student body of over 1,275 is diverse geographically, ethnically and socio-economically. The school offers bus transportation comprised of six service routes throughout the greater Los Angeles area. It is not uncommon for students to have a daily commute of 30 minutes or more to campus.

The Loyola community fosters respect for others, appreciation of diversity and service to the community and creates a space where the young men can build deep relationships with one another. Loyola challenges its students to extend themselves, both spiritually and intellectually, and provides an environment where they can grow into mature, self-directed adults of vision and purpose.

The young men themselves are aware, and appreciative, of the academic, co-curricular and spiritual growth opportunities that Loyola offers. Students are proud to make long-lasting friendships with schoolmates and tout “Cub Brotherhood” as a meaningful legacy of their common experience. They understand that the core of their formation is the care for the whole person, *cura personalis*, reflected in the Cub Year Programs.

Cub Year One welcomes new Cubs to Loyola with an all-encompassing orientation; and the program concludes in CY4 with senior service and justice projects. All of these experiences underscore the students’ manifestation that “men for and with others” is “not just about who you are but what you are to others—and that you are filled with God.”

Students enjoy close and personalized relationships with faculty who understand what students today are going through and meet them where they are. The faculty at Loyola goes about its work guided by a deep understanding of what it means to teach in a Jesuit school. They appreciate that students come from a variety of lived experiences and economic backgrounds and the interaction between teacher and student is characterized by care and concern. The faculty is dedicated to ensuring the success of its students, participating in all aspects of school life. Over 50% of faculty are new since Covid and approximately 30% of the faculty are alums. There is a Faculty Senate, with elected members, to give voice to faculty and facilitate communication between faculty and the administration.

Governance

LOYOLA’S BOARD OF DIRECTORS is a governing board that holds the Jesuit and Catholic mission and identity of the school in trust for the Society of

Jesus. Board members include Jesuits, alumni, former and current parents, and friends and supporters of the school. Both the president and the rector of the Jesuit community are *ex officio* members of the board with voting rights. The directors are dedicated to Loyola’s mission as well as the continued growth and development of its endowment to ensure sustainability of Loyola’s mission and continued excellence in all facets of the school’s operations. The board maintains standing and ad hoc committees including: Audit Committee, Educational Resources Committee, Finance Committee, Investment Committee, Mission & Identity Committee, Nominating & Governance Committee, Physical Resources Committee.

As the board and the next president look forward, they will need to continue to be focused on the **Step by Step, Ours Is a Holy Boldness** strategic plan for 2022-2027 which is an “intentional step toward realizing our full aspirations and commitment to forming Men for and with Others.” The Board is committed to being a strategic partner to the president and administration in advancing Loyola’s mission.

The directors recognize the critical importance of finding the right president to lead the school into its next phase of development. They have been diligent and involved in ensuring a thorough, effective and transparent search for Loyola’s next president.

Finances and Development



THE SCHOOL IS FINANCIALLY STABLE.

It has an overall annual budget of approximately \$40 million and operates with a five-year financial plan. Currently, the endowment is approximately \$80 million. Total annual giving is approximately \$5 million. The most recent campaign, *The Campaign for 1901 Venice Boulevard*, resulted in construction

of a 26,200 sq. ft. special events center, Caruso Hall, in addition to remodeling the front gates and main entrance to campus and increased security. Additionally, a Veterans' Court was added to honor alumni service in the armed forces.

The Caruso Hall campaign totaled \$35 million of which approximately \$4.5 million remains to be raised. Loyola's master plan features additional planned major capital improvements including renovation of the chapel, classroom/lab renovations, and athletic field upgrades. The Office of Advancement and the current president are focused on completing the campaign for Caruso Hall as well as increasing the endowment.

The Place—Los Angeles



LOYOLA IS LOCATED on a 21-acre campus in the Pico Union District of downtown Los Angeles. The campus includes both historical buildings as well as multiple expansions and renovations that have transformed the campus into a functional and attractive school for the twenty-first century while maintaining deep historical roots. Loyola is committed to its present location and the diversity of its neighborhood. Loyola is long-standing and integral element of the Los Angeles community, and it plays an important role in the life of the local community. Students participate in service immersions in the local community and beyond. One of the signature programs is the month-long senior

year service placement where all seniors spend time in community placements, from local Catholics schools to food banks and service centers throughout the greater Los Angeles area.

Los Angeles is a well-known city for many different reasons. It is a sprawling, diverse city of more than 4 million people. As noted on the Discover Los Angeles website: "A place for bold dreams, creative expression and limitless possibilities, Los Angeles is a city defined by its people. One of the most culturally diverse destinations in the world with Angelenos from 140 countries who speak 224 different languages, LA inspires visitors to immerse themselves in unique perspectives, unexpected moments and open-hearted community. There's always something new to discover in the City of Angels whether you're a frequent visitor or a first timer, with an abundance of multi-faceted neighborhoods and hidden gems to explore. From world-class museums and championship sports teams to beautiful beaches and one-of-a-kind culinary experiences, Los Angeles invites you to join our vibrant, bustling community of dreamers and doers." www.discoverlosangeles.com/media/facts-about-la Los Angeles is a global city and Loyola is inextricably intertwined in the city's fabric.

The Future—Opportunities



AS LOYOLA LOOKS

toward its future, the school community recognizes that the president—as Director of the Work—is responsible for the school's Catholic, Jesuit identity and oversees all aspects of school operations. With great respect,

appreciation and value for its history and traditions, Loyola is focused on the future and looking ahead to the next chapter in its history. While all of Loyola's presidents have been Jesuits, there is an understanding that the next president, who will be entrusted to carry on the mission, tradition and charism of the Jesuits, may well be a layperson. Thus, the new president must ensure that the Jesuit identity remains an integral part of the school. The challenge is to maintain this essential foundation while at the same time moving the school forward. Thus ensuring that it continues to provide a meaningful educational experience for the young men that prepares them for the future and to truly be "Men for and with Others."

Looking to the future while grounded in its history, the new president of Loyola High School will need to be particularly attentive to the following:

Heritage



THE NEW PRESIDENT OF LOYOLA must deeply understand, appreciate and live the value of the school's heritage. This heritage underscores Loyola's significant and ongoing role in the Los Angeles community, where it serves not only as an educational institution but also as a vital community center. The president must acknowledge and celebrate the unique position of Loyola, whose history is intricately woven into the broader narrative of Los Angeles. By doing so, the president will ensure that Loyola continues to honor its past while actively continuing to contribute to the community and support the shaping of its future.

Educational Vision/All-Boys Education



THE NEW PRESIDENT OF LOYOLA must prioritize the school's educational vision by honoring its strong history of promoting academic excellence through a traditional education program while also

embracing the necessity for innovation to meet the evolving needs of today's students as well as tomorrow's. It is crucial to ensure that Loyola remains relevant without losing its core identity, recognizing that the school stands at a crossroads in a shifting educational landscape. The president must balance tradition with innovation, setting a vision in partnership with the principal and faculty. This vision must be grounded in the school's Jesuit identity and provide students the values, spirituality, aptitudes and skills to deal with the challenges that they will face in the modern world and beyond. Additionally, the president must focus on fostering positive masculinity and continuing to support the mental, emotional, social and spiritual well-being of the young men who attend Loyola.

Faculty/Staff



THE NEW PRESIDENT OF LOYOLA must ensure that all faculty and staff are committed to the school's core values and educational vision. Approximately 50% of the faculty are relatively new so it is crucial to focus on their formation and help them understand their responsibilities beyond the classroom. Retention and recruitment of mission-appropriate faculty should be a priority, with a particular emphasis on competitive compensation and creative support strategies to retain and attract excellent educators. Fostering a supportive and attractive work environment is also essential, leveraging the positive culture that faculty members appreciate. It is also vital to ensure that staff are an integral part of the Loyola community and to provide opportunities to promote and retain motivated and committed staff members.

Equity and Belonging



THE NEW PRESIDENT OF LOYOLA must continue the school's commitment to diversity, equity, inclusion and belonging (DEIB) by addressing issues of equity, inclusion and social justice in the entire community through a relational approach rooted in *cura personalis* and deep listening. The new president must uphold and advance Loyola's commitment to anti-racism and anti-bias, ensuring that the community reflects the diversity of Los Angeles. This commitment is grounded in a core Ignatian worldview, which presupposes the goodness in all people and recognizes that every person is imbued with the Divine, created in the image and likeness of God. Embracing the need for ongoing work in DEIB, the new president should ensure that efforts are informed and guided by the strategic plan, reinforcing Loyola's dedication to fostering an inclusive and equitable community.

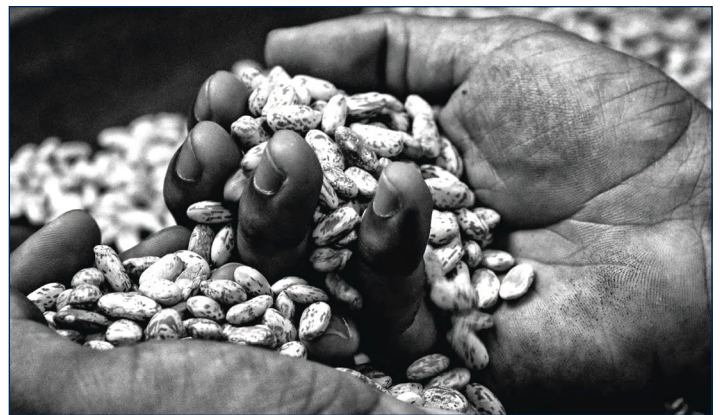
Institutional Advancement



THE NEW PRESIDENT OF LOYOLA must also continue to prioritize institutional advancement with a focus on several key areas. In terms of enrollment management, the president must ensure that Loyola continues to attract the best students while acknowledging demographic realities through a high-quality enrollment management program. Effective communication and marketing strategies

for the boys and their families are essential. Annual fundraising efforts have been highly successful and must be maintained and enhanced. The capital campaign, with certain components already in progress, requires both ongoing attention as well as further strategic development. Strengthening alumni relations is crucial, tapping into this resource not only for financial support but also for fostering vibrant community connections. For a president who may not be a Jesuit or have existing ties to Loyola, integrating into this community is vital. Additionally, the new president must cultivate strong relationships with all constituent groups, including parents, alumni, faculty, staff and administration, ensuring a cohesive and collaborative environment.

Sustainability



THE NEW PRESIDENT OF LOYOLA must ensure the institution's financial sustainability by focusing on several critical areas. Effective use of the school's fiscal resources is paramount, requiring fiscal discipline. The president must have the ability to prioritize expenditures based on strategic objectives and ensure that every financial decision aligns with the school's mission and long-term goals. Continued strategic financial planning is essential to navigate future challenges and opportunities. Additionally, maintaining affordability is crucial so that Loyola remains accessible to a diverse student body, allowing it to continue attracting top talent and fulfilling its mission.

*Men for and
with Others*

Attributes and Competencies of the next President

The board of directors and the school community are seeking candidates, both Jesuit and lay, who can wholeheartedly embrace, articulate, and promote Loyola's vision of excellence within a Jesuit Catholic framework devoted to faith, scholarship, leadership and service. Ideal candidates will be individuals of deep faith and possess excellent communication and organizational skills, along with backgrounds that include most or all the following competencies, skills and experience:

Faith Leadership:

- If a layperson, is a practicing Catholic with a deep understanding of Ignatian spirituality and Jesuit history and/or a desire for further formation to develop an understanding and appreciation of Ignatian spirituality and how it informs the life of Loyola High School
- Ensure that all actions and decisions will maintain and model both the core values of the Jesuits as well as the school's Catholic mission
- Have an understanding of the critical issues in the Catholic Church including pastoral, social, and moral dimensions of church life, and the role of Catholic institutions within the Church

Leadership:

- Be mission- and whole community-focused, placing students at the center
- Have an understanding of the critical issues facing secondary education in today's world and is able to set a vision for the future of secondary Jesuit education
- Passionate about educating young men and the impact that Loyola provides its students
- Experience in mentoring, developing leadership capacity and encouraging administration, faculty and staff in a positive way
- Able to work in partnership with the advancement team, to be visible and make connections with the greater Los Angeles communities to continue to enhance the school's image and reputation to attract students and increase financial support

Experience:

- Have demonstrated experience working effectively with a board of directors to build a true partnership in governance and leadership
- Demonstrated experience and success with external affairs, including fundraising, enrollment management, alumni engagement and broader community involvement. Be comfortable asking for financial support and have a commitment to developing a culture of philanthropy
- Possess financial acumen, a strong foundation in the fundamentals of business and the economics of running a large school
- Experience managing a large, complex educational organization

Mindset and Approach:

- Authentic, approachable, energetic, and confident, with strong emotional intelligence and deep spirituality.
- Possess strong integrity and enjoy engaging with and guiding the Loyola community
- Honor and respect the history, traditions and ethos of Loyola while moving the school forward, with a strategic and entrepreneurial mindset
- Collaborative management style inspiring administration, faculty and staff commitment to excellence throughout the school; demonstrated ability to build strong working teams while empowering and delegating appropriately and ensuring cohesive functioning of the school
- Be able to articulate the school's educational vision to inspire and motivate all constituencies
- Provide effective, clear communications to administration, faculty and staff members, parents, students, community members and the board of directors so that these groups are appropriately informed of potential issues and needs
- Have a commitment and sensitivity to diversity and single-gender issues in secondary education
- A relational leader, a good listener and a consensus-builder with an approach that invites and respects the views of others, yet with a mindset that is decisive; must connect well with all stakeholders and be adept at drawing from the collective wisdom of the community



The Search Process

A SEARCH IS UNDERWAY to identify a new president, who will assume the position on July 1, 2025.

Loyola is a nationally renowned Jesuit high school and, with the board recognizing the requirements of this position, the compensation will be highly competitive with excellent benefits consistent with the level of expectation for this position. We actively welcome all candidates from a wide range of backgrounds who have the qualities and skills to lead Loyola as president—regardless of compensation history. The base salary will be a minimum of \$300,000 plus an additional consideration of housing.

The board of directors has appointed a fourteen-member search committee to conduct the search and has engaged a national executive search firm, Educational Directions, to assist the committee.

Please direct all inquiries, applications, and nominations in confidence to:

Mathew Heersche, Ed.D.
mathew.heersche@edudx.com

and

Risa Oganessoff Heersche
risa.heersche@edudx.com

Candidates should submit all information as soon as possible, **but not before first speaking with one of the foregoing search professionals.** Electronic submission of materials is required. **Please send materials in a consolidated pdf format.** Candidates must submit:

- Cover letter explaining why they are interested in and qualified for the president position at Loyola
- Brief leadership statement that includes the candidate's thoughts on leading Loyola
- Current resume
- Names, e-mail addresses and telephone numbers of five professional references



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Loyola High School by the Numbers for 2023-24:

Total Enrollment	1,275
Freshmen	335
Sophomores	336
Juniors	304
Seniors	300
Student to faculty ratio	12:1
Catholic students	78%
Students of color	54%
Faculty have advanced degrees	90%
Teaching faculty	108 (includes counselors, a Wellness Coordinator and learning specialists)
Staff	102
Tuition (2024-25)	
Freshmen	\$26,660
Sophomores	\$27,105
Juniors	\$27,070
Seniors	\$27,255
Students receiving financial aid	30%
Financial aid	Approximately \$4.8 million annually

AMDG