



**Bellarmino**  
College Preparatory™

# Principal

July 2023

Boys Grades 9-12  
San Jose, California  
Catholic Jesuit School



## Mission Statement

Bellarmino College Preparatory is a community of men and women gathered together by God for the purpose of educating the student to seek justice and truth throughout his life. We are a Catholic school in the tradition of St. Ignatius of Loyola, the Founder of the Society of Jesus. As such, our entire school program is dedicated to forming "men for and with others" — persons whose lives will be dedicated to bringing all their God-given talents to fullness and to living according to the pattern of service inaugurated by Jesus Christ.

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## Philosophy Statement

Bellarmino College Preparatory, a Catholic school in the Jesuit tradition, is a diverse and inclusive community of students, Jesuits, faculty, staff, parents, alumni, and friends, drawn together by God's grace to form men for and with others who live a faith that does justice. We challenge young men to become contemplatives in action: young men who know they are loved by God and, as a response, discern how best to put their talents at the service of others. We develop the whole person through a rigorous and holistic curriculum, expansive opportunities beyond the classroom, and a vibrant spiritual formation program. We cherish our diversity as we educate each student to see all people as created in God's image and as

## Introduction

Bellarmino College Preparatory, a Jesuit, Catholic, college preparatory high school for boys, is seeking a visionary and dynamic leader as its next principal. Assuming leadership in July 2023, this passionate educator must deeply embody the charism and values found in Jesuit schools and be drawn to the unique opportunities of all-male secondary education. The next principal's leadership will nurture Bellarmino's dynamic and diverse community, preserve and boldly innovate its excellent academic program, and continue the school's 171-year tradition of forming men for and with others.

Bellarmino is recognized as one of the leading Jesuit schools and has a strong local and national reputation. It occupies a unique and essential niche as the only all-boys school in Silicon Valley. The school is blessed with unparalleled facilities and strong financial resources. Bellarmino's intentional approach to all-male secondary education characterized by community and care sets this remarkable school apart.

The school follows a president-principal administrative model and the principal reports to the president. The principal is a member of the president's executive team, alongside the vice president of advancement, the chief financial officer, the director of human resources and the strategic advisor to the president. The principal's administrative team consists of two assistant principals plus six program directors: Admissions, Athletics, Campus Ministry, Christian Service, Dean of Students, and Diversity, Equity, and Inclusion. Bellarmino College Preparatory is sponsored by the Jesuits West Province of the Society of Jesus and is accredited by the Western Association of Schools and Colleges (WASC) and the Western Catholic Educational Association (WCEA).

## Catholic Jesuit Identity

Bellarmino's identity as a Catholic, Jesuit school is widely referenced, seen, and felt on campus. The commitment of the Bellarmino College Prep community to its Catholic identity and the charism of the Jesuits is vital to its future. The school's entire program is aligned with the philosophy of creating opportunities for students to become men for



and with others. Active and regular formation within the Ignatian charism occurs for students and faculty/staff alike. The school is characterized by its embrace of the Jesuit ideal of *cura personalis*, or care for the individual. Although Bellarmine has a long and proud history, we also strive to innovate and respond to the signs of the times. As noted in General Congregation 34, “As partners in mission, Jesuits and our colleagues are never content with the status quo, the known, the tried, the already existing. We are constantly driven to discover, redefine, and reach out for the *magis*. For us, frontiers and boundaries are not obstacles or ends, but new challenges to be faced, new opportunities to be welcomed. Indeed, ours is a holy boldness, a certain ‘apostolic aggressivity,’ typical of our way of proceeding.” [Our way of proceeding is a way of challenge.](#)

## The Community

The school seeks to enroll families who understand and uphold the school’s Catholic, Jesuit mission. Students enroll from over 100 feeder schools across a 40 mile geographic radius.

Bellarmino is proud of the diversity of its student body. 52% of Bellarmine students identify as people of color, and 25% of the students receive some form of tuition assistance. The student body is 70% Catholic. The Admissions office works diligently to ensure a steady pipeline of applicants each year. The school receives 900 applicants each year for a class of 420; the school’s application yield is generally 70-75%. Approximately 97% of Bellarmine seniors continue to post-secondary education after graduation.

Bellarmino is blessed by a very talented and passionate group of faculty, staff, and administrators who are dedicated to our mission. Approximately 2/3 of faculty members hold advanced degrees, and experience ranges from a number of faculty and staff members who have been at the school 25 or more years and some who are in the early years of their careers. The average tenure of the faculty is 10 years at Bellarmine, and more than three dozen people on staff are Bellarmine alumni, with dozens more graduates of other Jesuit schools.

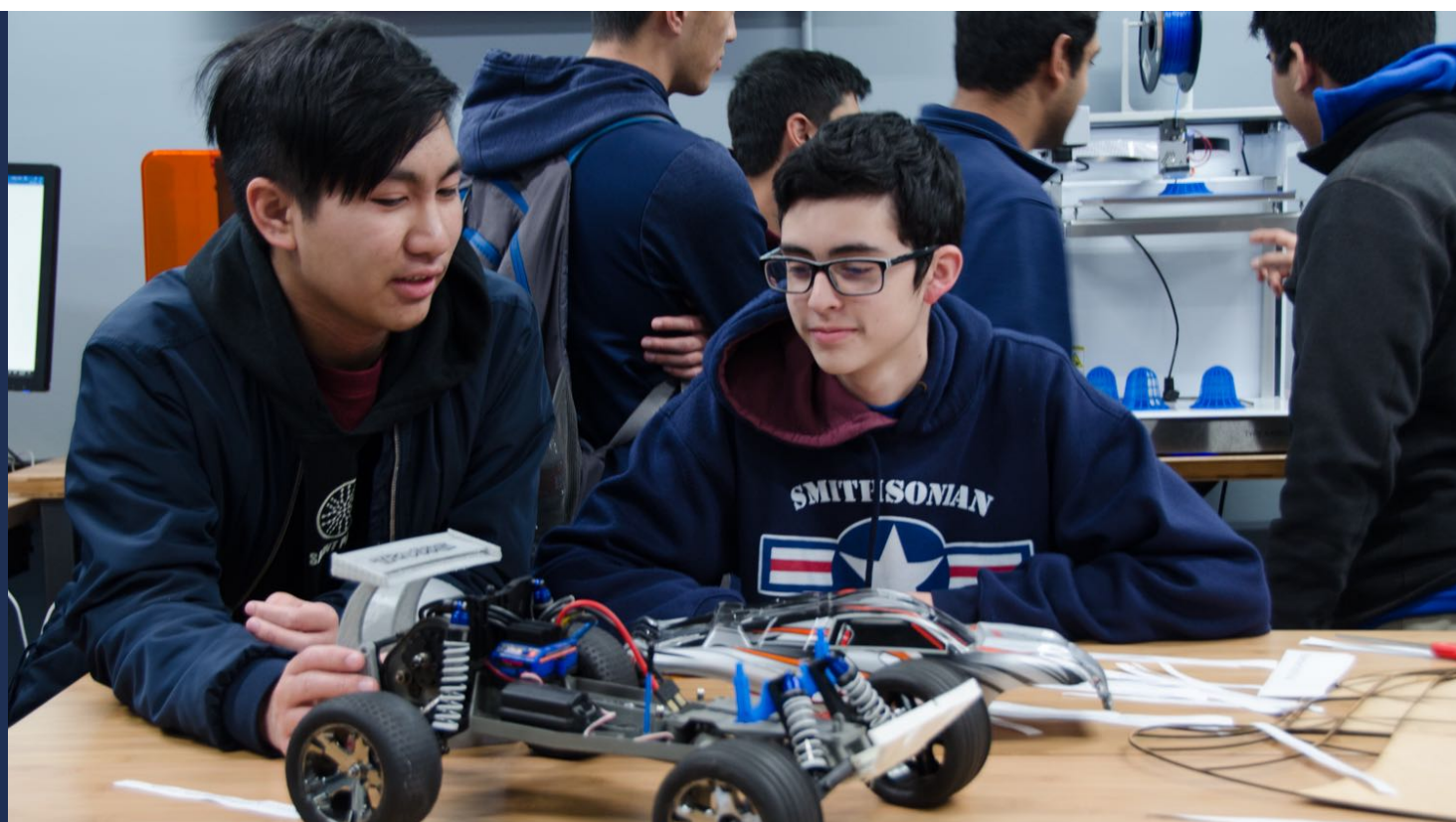
Parents are engaged through a variety of offerings on campus. The school is proud of its parent organizations, the Bellarmine Mothers' Guild and the Bellarmine Dads' Club. Both groups are active presences on campus and support school programs ranging from cultural events to tailgates to spiritual programs. The Mothers' Guild hosts one of the school's major fundraisers each year, a senior showcase/fashion show that raises significant funds to support tuition assistance.

## Brief History of the School

Bellarmino, the second oldest Jesuit high school west of the Mississippi River, was founded in 1851 by John Nobili, S.J., and his companions, as Santa Clara College, a school for secondary and college-age students. Santa Clara College was separated into two schools in the early 1920s – Santa Clara University and the University of Santa Clara High School, or Santa Clara Prep. In 1925, Santa Clara Prep moved from the grounds of the University to our current location on University and Elm Streets in College Park. In 1928, the school became Bellarmine College Preparatory, in honor of Robert Cardinal Bellarmine, a Jesuit of the sixteenth century who had recently been canonized a saint and recognized as a Doctor of the Church. Bellarmine continues today in the Catholic, Jesuit tradition in which it was founded, educating its students to strive to become men for and with others.

## The Program

Bellarmino is a school where educational philosophy is translated into everyday experience. Through a challenging and wide-ranging college preparatory curriculum combined with robust co-curriculars, students are able to pursue their passions. Offerings in athletics, the arts, clubs, and community service are all designed to instill character and develop leadership qualities. The program challenges students to use their gifts as men for and with others, working for the common good for all, respecting human dignity, and loving others. This charge is articulated in the characteristics of the "Graduate at Graduation," common to all Jesuit secondary schools and is based upon a comprehensive curriculum. ([Graduates at Graduation](#))



Bellarmino College Prep maintains a strong and balanced offering of required and elective academic and enrichment courses. The focus is on educating the whole student, based on who they are and where their interests lie. Over 20 Advanced Placement courses and 13 honors classes are available to qualified students in core academic discipline areas, along with a unique and impressive number of elective offerings. Course offerings are designed to set students up for success in matriculating into higher education, with more than 97% enrolling in four-year institutions. ([Academic Program and Curriculum](#))

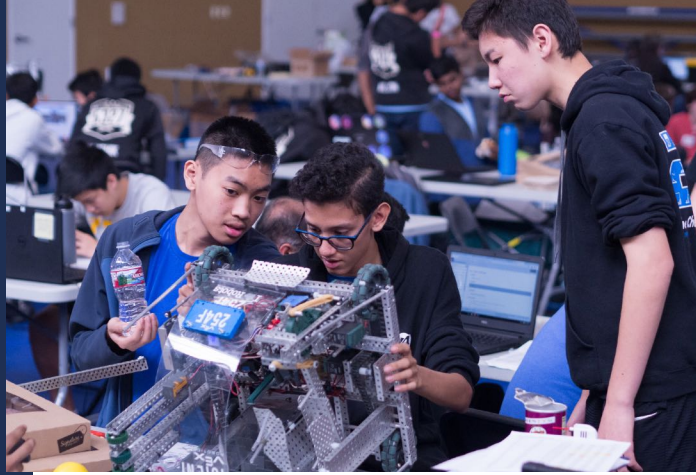
Religious studies and Christian service are vital components of the personal and spiritual development of the young men at Bellarmine. In addition to a four-year religion curriculum, service is required at all grade levels. In addition, retreats are offered at all grade levels, culminating in Kairos for juniors and seniors. The school holds a Justice Summit each year where a number of speakers and activities focus on a particular social justice topic, culminating in a day or more of focus on that year's subject in the spring. ([Faith-Service](#))

Athletics are a vital component of the holistic education of the young men at Bellarmine as evidenced by the fact that more than 1300 students participate in at least one sport. Whether one of the smaller teams or the very largest, no-cut or highly competitive to make the team, Bellarmine consistently fields teams that play at the very highest level and compete for league and section titles, but also are known for their character and good sportsmanship. The school offers 13 interscholastic sports as well as four club sports and includes 45 teams. In addition, in keeping with the responsibility to lead and serve, teams volunteer and participate in service opportunities such as Winter Warmth and Spring Food Drives and the beginning-of-the-school-year backpack drive. ([Athletics](#)).

Bellarmino boasts two of the most successful major co-curricular programs in the country: robotics and speech and debate. Over 100 students participate in Robotics, which just won an unprecedented 5<sup>th</sup> FRC Robotics World Championship this year. Importantly, the squad, affectionately known as the "Cheesy Poofs," is renowned for its traveling repair shop and willingness to help opponents repair their robots should they happen to break down. The Bellarmine Speech and Debate team, with 120 participants, won the State Championship in 2022, marking the school's 19<sup>th</sup> time doing so. In June, the team returned from competition at the Nationals in Louisville, KY, as National Champions, the second consecutive year that the team was number one in the nation. ([Student Life](#))

Cultivating creativity is essential to learning in today's world. Whether it is through 3D modeling and animation, graphic design, jazz ensemble or acting, faculty inspire students to pursue their talents and





interests across the many arts disciplines. There are three marquee theatre productions and seven concerts that bring out the artists in the young men. ([Visual and Performing Arts](#), [Theatre Arts](#))

Numerous clubs and activities that meet both during and after school round out the extracurricular offerings at Bellarmine. There are over one hundred clubs and organizations, ranging from the Recycling Club to the Red Cross Club.

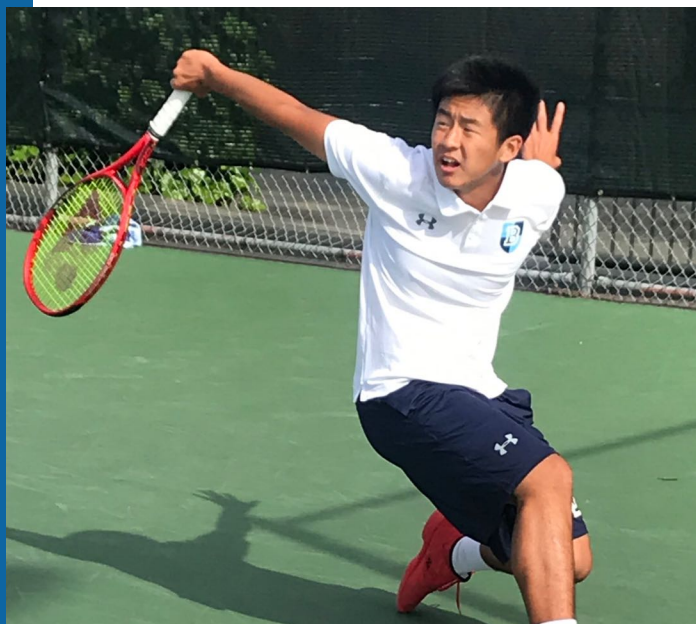
## The Opportunity

The next principal of Bellarmine College Preparatory will inherit a school that is in a strong position by every measure. It is mission-driven and centered on the student. It has a dedicated faculty and staff, a sound curriculum, and engaged parents. The school boasts modern facilities and stands on solid financial ground. While not a school to rest on its laurels, this is an exceptional career opportunity which offers candidates the space to take a great school to the next level.



## Catholic, Jesuit Identity

The principal, along with the president, is entrusted to carry on the mission, traditions and charisma of the Society of Jesus. The new principal is a spiritual leader who must fully embrace what it means to lead a Catholic, Jesuit school. This individual must be committed to making sure that the Jesuit identity remains an integral part of the school and that its entire program supports and animates this identity. In addition, the principal must be a full participant in the community life of Bellarmine College Prep, staying in close connection with students, faculty, and parents to advance the school's mission, philosophy, values, and vision throughout the entire program.



Enrollment Fall 2023: 1667      Average class size: 25

Total Administration: 9      Total Faculty and Staff: 179  
 Jesuits Working in School: 6      Full-time Faculty: 98  
 Full-time Counselors: 14      Part-time Faculty: 6  
 Full-time Staff: 58

Tuition (2022-23): \$24,890      Endowment: \$110 million

Financial aid awarded: \$6 million in 2022-23  
 Average award: \$13,000



## **Vision**

The principal is responsible for working closely with an outstanding group of educators — department chairs, faculty, and staff — to ensure the fulfillment of the mission and vision, in all aspects of school life. To accomplish this, the next principal must understand organizational dynamics so that appropriate professional structures can be maintained and enhanced to ensure that the vision is fully realized and to allow for the cohesive functioning of the program and instruction. The community is looking for an individual who will be a transformational leader, one who can help stretch the faculty to ensure ongoing commitment to excellence.

## **Program**

The principal oversees 21<sup>st</sup> century program development, consistent with the school's mission and values. It is critical that the next principal can balance the traditions of yesterday with the leadership needed for today. The principal, therefore, will inspire school leadership and faculty and engage in effective discussion, articulation, and implementation of the pedagogical vision for the school that will focus on innovation and best practices for high school students, all within the framework of Jesuit education, the future vision and with a deep understanding of today's students. This work includes a continued focus on alignment throughout the curriculum.

## **Community Building**

As with many schools, Bellarmine College Prep has experienced the difficulties and impacts of the last few years which have affected students and faculty in particular. This has created some challenges for Bellarmine College Prep which have impacted the sense of community, something

which has always been a hallmark of the school. The transition to new leadership will provide the individual with the opportunity to focus on building a culture of relationship and trust with all stakeholders to build a strong community that is grounded in mission and Jesuit core values.

### **Diversity, Equity, Inclusion, and Belonging**

As a community, Bellarmine College Prep, rooted in its Catholic and Jesuit mission, is dedicated to *cura personalis*; unity in diversity; reflection, conversation and reconciliation; and critical thinking when it comes to developing a more respectful and inclusive community. The new principal, in collaboration with the president and the entire community, must fully embrace and be committed to integrating these values throughout the program and maintaining a community culture that honors and embraces diversity and inclusion, using the school's Jesuit Catholic values, social justice, and Catholic social teachings as its guideposts.

### **Professional Qualities and Skill Sets**

The next principal for Bellarmine College Prep should be a student-focused, visionary educator with significant experience in secondary school administration. The successful candidate will embrace the school community and be an energizing and inspirational individual who can delegate effectively while ensuring accountability. In addition to being a skillful manager and a strategic thinker with a willingness to support a culture of learning and high expectations, the school is seeking candidates with the following professional qualities:

- A deep understanding of and commitment to a Jesuit education with the ability to articulate the school's educational philosophy to inspire and motivate constituencies
- A passion for and commitment to all-boys secondary education
- An understanding of current trends in Catholic and secondary education, with proven experience in enhancing strong academics, faith formation, and professional development programs
- Experience with faculty supervision and evaluation as well as pedagogy, program design, and curriculum development at the secondary level





- A desire to work closely and comfortably with the president, leadership team, faculty and staff, investing time in the people to build a true partnership for the school
- A knowledge of organizational dynamics and systems to ensure strong collaboration among senior administrators
- A demonstrated commitment to diversity, multiculturalism, and globalism, along with the desire and skill to work with a diverse community in a meaningful and genuine manner
- The desire to be present, visible, and engaged with all Bellarmine constituents
- An ability to communicate effectively with the president, administrators, faculty, parents, students, and community members so that these groups are appropriately informed of issues and needs
- Master's degree or equivalent

## Personal Qualities

Bellarmino College Prep seeks a committed leader who will lead with faith, discernment and prayer. He/she is a committed leader who is a powerful witness to a living faith, willing to immerse him/herself in the life of the school. This educational leader will be mission-focused, will energize and inspire faculty and earn their respect as the academic and co-curricular leader of the school. The next principal will have a respect for the school's legacy and traditions while leading the school forward with grace.

The successful individual is someone with a warm, empathetic, approachable presence, who, as a team-builder, is able to "rally the troops." The new principal invites and connects easily with teachers, students, and parents, and is comfortable truly listening to and engaging the community in the important work of school. Strong communication skills are essential in the new principal, as well as an open-mindedness in listening to and considering different perspectives. The new leader will be confident, have strong emotional intelligence, embody integrity, and be adept at conflict resolution. The successful candidate will have a deep understanding of and appreciation for teenage boys.



## Search Process

Bellarmino College Prep has engaged the national executive search firm, Educational Directions, to assist with the search.

Candidates should submit all information as soon as possible, but not before first contacting one of the search professionals:

Mathew Heersche, Ed.D. [mheersche@edu-directions.com](mailto:mheersche@edu-directions.com)

Risa Oganessoff Heersche [rheersche@edu-directions.com](mailto:rheersche@edu-directions.com)

Electronic submission of materials is required. Please send materials in a consolidated pdf format.

Candidates must submit the following documents:

- Cover letter explaining their interest and qualifications for the principal position at Bellarmine College Prep
- Brief educational philosophy statement
- Current resume
- Names, email addresses, and cell phone numbers of five professional references

All inquiries will be held in confidence.



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