



St. Ignatius Loyola Academy  
President  
Baltimore, MD

## History

With a passion for education and a deep understanding of the impact educational attainment has on forming young men to be strong citizens and leaders as well as its contribution to the strength and stability of a family and community, Father William J. Watters, S.J. founded St. Ignatius Loyola Academy (SILA) in 1993. The Academy was the first school of its kind in Maryland and focused on educating middle school boys from underserved neighborhoods in Baltimore City. At the time, young men in Baltimore City were facing a crisis with only 40% completing and graduating from high school. Recognizing that interventions in high school were often too late, Father Watters focused his attention on providing educational opportunities for boys in middle school, opening doors to Baltimore's college preparatory independent and parochial high schools, and inspiring boys to become *Men for Others*.

Father Watters sought support from the Maryland Jesuit Conference, local leaders, philanthropists, experienced educators, and volunteers, many of whom were parishioners of Saint Ignatius Church. On August 30, 1993, in the building adjacent to the church, the Academy welcomed 20 young men into its first 6th grade class, eventually growing through 8th grade. In 2013, the Academy moved from its original site on Calvert Street to a newly renovated school building in Federal Hill. The move enabled the Academy to increase its class size and add a 5th grade class.

From the start, Saint Ignatius Loyola Academy has been an independent, tuition-free, Jesuit middle school for boys from underserved communities. The children we serve lack access to high-quality schools and support programs that can change the trajectory of their lives. Through our innovative educational program, the Academy offers a path of hope and resolve to young men in Baltimore City. The educational experiences and opportunities the Academy provides are designed specifically to address the needs of urban boys by developing the intellectual, physical, and social qualities of each student leading to their success in high school, college, and adult lives.

The results are clear and powerful. Over the school's 30-year history, 98% of graduates have received a high school diploma. Eighty-eight percent of graduates go on to immediately enroll in college or other post-secondary education, surpassing the Maryland and national rates. The Academy is a private institution with a very public purpose.

## Mission

St. Ignatius Loyola Academy is an independent, tuition-free Jesuit school for boys in grades 5-8 serving low-income families of diverse ethnicities and faiths. We develop the intellectual, physical, and spiritual qualities of each student. Our rigorous and well-rounded program builds character and creates opportunities that lead students to success in high school, college, and lives where they are *Men for Others*.

## Our Philosophy

St. Ignatius Loyola Academy's philosophy flows from a centuries-old tradition of Jesuit education that centers on the individual person and his or her experience of God. We are a tuition-free school in Baltimore, committed to creating the best possible educational opportunities for students for whom a Jesuit education is ordinarily unavailable. The Academy strives to honor the dignity of its students and help them realize their potential by offering them an education that weds the best of human learning and insights to reflection and action in order to bring about a more just and peaceful world.

Jesuit education concerns itself with the unique and entire person of each student, known as *Cura Personalis*, care of the whole person, attending to each student's individual intellectual, physical, social, emotional, and spiritual development. Enrollment and class size at the Academy are small, allowing our teachers to know their students individually and provide them with customized academic help. The extended day (8:00 a.m. – 5:00 p.m.) and summer program provide an environment where all students feel safe and respected. *Cura Personalis* extends beyond a student's years at the Academy and into their high school and college years with ongoing services, including college counseling, provided to all graduates.

The Academy's all-boy environment frees students to develop a strong sense of self within a culture of brotherhood defined by friendships where cooperation and communication are the means to problem solving. Recognizing the particular developmental needs of boys, SILA emphasizes active learning, engaging students in teamwork and character-building activities in the classroom and through athletics. The Academy offers boys an educational opportunity, preparing them to be intellectually competent, open to growth, loving, religious, and committed to doing justice.



families and their communities, as *Men for Others*.

SILA sees itself as a school community at the frontier of education; a social institution, teaching students to make countercultural choices to recognize and stand apart from injustice, selfishness, and superficiality while learning to embrace compassion, integrity, and depth of thought and imagination; an institution that makes an important positive effect on Baltimore; and a place where boys become well educated, successful citizens, models and leaders in their

## At a Glance

Year Founded: 1993 Enrollment: 120 boys in grades 5 – 8

You arrive at St. Ignatius Loyola Academy in South Baltimore, not far from the Inner Harbor, to find a group of students, in school uniforms, playing pick-up basketball on a court across the street from the school. The action is brisk, just as it is when you walk into the building. The energy you note throughout your visit is accompanied by smiling faces and helpful guidance. The building, currently undergoing important HVAC improvements, is old-school in its structure, but new-school in its learning spaces. Talking to faculty, staff, and administrators, the message of mission predominates. One passionate educator simply says, "I'm here, rather than elsewhere, because I want to help Black boys." This help is needed in many Baltimore City neighborhoods as multigenerational societal and socioeconomic challenges persist.

St. Ignatius charges no tuition, takes students from below to above grade level achievement over four years, and then provides extensive graduate support through high school and college. Jesuit ideals and philosophy are present throughout, including a daily pause for the school-wide Examen. Leading this passionate community changes lives for the better -- it will no doubt change the next President's life as well.

Interviewing a group of students at the school, we asked what they are looking for in the next



President. The immediate answer? Someone who once played in the NFL or MLB. This isn't a requirement for the job. It shows, though, where some St. Ignatius students look for leadership. They also look toward, and find, leadership among the numerous SILA graduates who come back to teach at the school. As time goes by and St. Ignatius sends more graduates into the world while keeping them connected to the community, this brotherhood of leadership and *Men for Others* will

continue to grow.

## Strengths and Opportunities

When surveyed, St. Ignatius community members created an expansive list of the school's strengths. Most frequently cited were:

- School culture (with words like respect, family-like, welcoming, caring, sense of mission, and creating Men for Others frequently mentioned).
- The academic program (its strength and breadth of opportunity) and the “value-add” for students as they go through the school.
- The placement of students in strong secondary schools and the graduate support program as they attend these schools.
- The 30-year history of donor commitment and consistency.

There are challenges as well. The most commonly mentioned were:

- The financial model’s reliance on donors rather than tuition. This model works well for SILA, but it is an on-going task.
- Hiring and retaining strong faculty members given current workload and compensation realities.
- Admission issues (rising competition, school location and the resulting commute for students, a need to connect more with Spanish-speaking families)

## Competencies, Experiences, Qualities

When surveyed about the skills and experiences most needed in the next President, community members cited budgeting and financial expertise, fundraising experience, and an understanding of Jesuit education. Professional skills most cited were effective communicator, strategic thinker, and strong management and supervision skills.

Using the DRG Competency Generator, the search committee, board members, and school administrators identified six competencies they most seek in their next President:

### **Drives Vision & Purpose**

Painting a compelling picture of the vision and strategy that motivates others to action.

### **Communicates Effectively**

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

### **Instills Trust**

Gaining the confidence and trust of others through honesty, integrity, and authenticity.

## Builds Effective Teams

Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.

## Strategic Mindset

Seeing ahead to future possibilities and translating them into breakthrough strategies.

## Financial Acumen

Interpreting and applying an understanding of key financial indicators to make better decisions.

In the interview process, candidates will be asked to give examples of how these competencies have played out in their past work and how they will factor into the following aspects of the job description:

### Leadership for Mission

#### *The President...*

- Ensures that the Catholic, Jesuit, and Nativity character of the school is developed and promoted among students, faculty, staff, parents, and trustees.
- Serves as the spiritual leader of the Academy
- Articulates the mission and vision of the Academy to parents, faculty, staff, students, supporters, donors, and the wider community.
- Serves as primary contact for all school matters relating to the USA East Province Jesuits.

### School Management and Administration

#### *The President...*

- Directly manages, supervises, and evaluates the performance of the Principal, Chief Advancement Officer, Finance Director, and Graduate Support Director
- Is the chief executive and administrator of the school and is responsible for the management and continuous improvement of advancement, financial management, and facilities functions.
- By delegation to the Principal, the President is responsible for the well-being and operation of the educational program of the school.
- By delegation to the Graduate Support Director, the President is responsible for the high school placement of, and ongoing support provided to graduates through the Academy's programming.
- By delegation to the Finance Director, the President oversees all financial planning, budget implementation, and the independent audit of the school.



- On recommendation from the Principal, Chief Advancement Officer, Graduate Support Director, or Finance Director, approves the hiring and dismissal of all members of the faculty, administration, and staff.
- Approves the dismissal of students.
- Ensures that there are professional systems of evaluation and development for faculty, administration, and staff.
- In collaboration with others plans for capital expenditures and projects.
- Ensures the Academy maintains an accreditation status with AIMS or other accrediting bodies.



## Relationship with the Board of Trustees

### *The President...*

- Serves as an ex-officio member of the Board of Trustees.
- Serves as an ex-officio member of all board committees.
- Keeps the Board informed about the state of the school and presents to the Board periodic evaluations of the school's progress in achieving its mission.
- Implements any Board approved long-range plans and strategic plans for the school.
- Oversees all financial planning for the school and presents the annual operations budget to the Board of Trustees for approval and monitors its implementation.
- Approves capital expenditures and projects.

## Fund Raising and Public Relations

### *The President...*

- In partnership with the Board of Trustees and the Chief Advancement Officer, participates actively in fundraising planning and activities.
- Seeks to enlist the interest of and support from foundations, individual benefactors, and the public at large.
- Attends appropriate meetings and functions related to institutional advancement and public relations.
- Serves as the chief spokesperson for the Academy and helps to project a positive image of the school to the public through an active public relations program.
- Represents the Academy to the public, especially at important events in the lives of students, parents, and benefactors.
- Represents the Academy in other school and community organizations such as AIMS, the Federal Hill South Neighborhood Association, the Downtown Partnership, and other relevant organizations.

**Start Date:** July 1, 2024

**Application Deadline:** September 27, 2023. Interviews through October. Candidates should apply below by submitting a cover letter, resume, statement of educational/leadership philosophy, and five references. (References will not be contacted until the finalist stage of the search.)

**Salary Range:** \$175K - \$225K

## The Academy's Diversity Statement

*Adopted by the Academy's Board of Directors June 6, 2022.*

At St. Ignatius Loyola Academy, we dedicate ourselves to building and continually nurturing a school culture that embraces diversity, equity, and inclusion. This is an integral part of our Jesuit mission and expression of our Ignatian identity to form men and women for and with others. The Academy believes that students are best prepared for future education, training, and greater personal and professional success and fulfillment when exposed to and enriched by different cultures, opinions, understandings, traditions, and perspectives.

We actively seek to build a diverse and inclusive community of students, families, faculty, staff, board members, donors, and volunteers with a broad range of ethnicities, backgrounds, expressions, and experiences. As a community, we commit to an equitable learning environment where students have the resources – academic and social/emotional support, technology, and mentoring – that they individually require. We walk with our students in their educational journey to understand their opinions, challenges, traditions, and needs.

We will treat all individuals equitably and with dignity, compassion, and respect. We will not tolerate acts of discrimination or hate. We are strengthened intellectually and morally in a school and world where these values are present and where individual perspectives are shared freely, received openly, and respected. Such an environment enables us to fulfill our mission of forming men and women for and with others. Embracing diversity, equity, and inclusion of all groups serves an essential role in our students' spiritual and intellectual development. We hereby commit to making these efforts a central tenet of our Jesuit mission and identity.

This Opportunity Statement is based upon material provided by St. Ignatius Loyola Academy, an equal opportunity employer.



To apply for this position, please click [HERE](#).

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From the beginning, the Academy's motto was "Men for Others" in the Ignatian tradition. As a Jesuit school, our students were expected to pursue integrity, excellence, perseverance, justice, and strong bonds of camaraderie. Those early years were at once years of struggle and challenge but also of deep joy and satisfaction in creating a first-rate school and crafting its spirit and culture for our young boys.

— Fr. Bill Watters, 25th Anniversary Celebration



Andrew Watson, Senior Talent Consultant

Jennifer Fleischer, Senior Talent Consultant