

## STUDENT AND COMMUNITY PROFILE

Founded in 1855, St. Ignatius is one of the oldest schools in San Francisco. For 150 years, SI has served the Bay Area by bringing the Ignatian vision of educating for the *magis* — the “more” — to the diverse population here. Students are expected to extend themselves beyond the ordinary, to reach their full potential. They are expected to put forth their best efforts in the classroom, on the field or stage, and in their community.

### COMMUNITY PROFILE

The purpose of the community profile is to take a snapshot of the people living in or near San Francisco to help us determine how well represented they are at St. Ignatius College Preparatory.

#### Census Data

According to the latest Census data, 776,733 people live in San Francisco and 6.8 million live in the nine-county Bay Area. SI draws from each of these nine counties (Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma) with the exception of Napa.

#### *Race – San Francisco & Bay Area*

|                                  | <i>San Francisco</i> | %     | <i>Bay Area</i> | %     |
|----------------------------------|----------------------|-------|-----------------|-------|
| <b>TOTAL</b>                     | 776,733              | 100.0 | 6,783,760       | 100.0 |
| White                            | 385,728              | 49.7  | 3,941,687       | 58.1  |
| Black or African-American        | 60,515               | 7.8   | 511,084         | 7.5   |
| Asian                            | 239,565              | 30.8  | 1,289,849       | 19.0  |
| Hispanic or Latino (of any race) | 109,504              | 14.1  | 1,315,175       | 19.4  |
| Native Hawaiian/Pacific Islander | 3,844                | 0.5   | 36,317          | 0.5   |
| American Indian/Alaska Native    | 3,458                | 0.4   | 43,529          | 0.6   |
| Some other race                  | 50,365               | 6.5   | 627,004         | 9.2   |
| Two or more races                | 33,255               | 4.3   | 334,290         | 4.9   |

#### *Race – St. Ignatius (five-year average, 2000-2005)*

|                           |       |       |
|---------------------------|-------|-------|
| <b>TOTAL</b>              | 1,409 | 100.0 |
| White                     | 803   | 57.0  |
| Black or African American | 85    | 6.0   |
| Asian                     | 141   | 10.0  |
| Latino                    | 141   | 10.0  |
| Filipino                  | 169   | 12.0  |
| Other                     | 70    | 5.0   |

A quick glance at the above tables shows that SI’s racial make-up more closely reflects the racial composition of the Bay Area than that of San Francisco. (The countywide Asian population includes Filipinos.)

*Gender – San Francisco & Bay Area*

|        | <i>San Francisco</i> | <i>%</i> | <i>Bay Area</i> | <i>%</i> |
|--------|----------------------|----------|-----------------|----------|
| Male   | 394,828              | 50.8     | 3,379,089       | 49.8     |
| Female | 381,905              | 49.2     | 3,404,671       | 50.2     |

*Gender – St. Ignatius*

The enrollment at SI is approximately 50 percent male and 50 percent female, mirroring both the city and county statistics. (SI became a coeducational in 1989.)

*Income & Poverty*

The 2000 Census reveals that 8.6 percent of Bay Area residents and 11.3 percent of San Francisco individuals live in poverty. SI compiles no financial data for its student body, other than the percentage of students on financial aid. Currently 20 percent of SI's student body receives \$1,226,856 in financial aid, with an average award of \$4,413.15 (which represents 35 percent of a full tuition). Of those who applied for financial aid for the 2005-06 school year (309), 90 percent (278) received awards.

*SI Students by Region (five-year average, 2000-2005)*

|                      |     |
|----------------------|-----|
| San Francisco County | 51% |
| San Mateo County     | 33% |
| Marin County         | 12% |
| East Bay             | 4%  |

*SI Students by School Type (five-year average, 2000-2005)*

|             |     |
|-------------|-----|
| Catholic    | 65% |
| Independent | 20% |
| Public      | 15% |

*SI Students by Religion (five-year average, 2000-2005)*

|                 |     |
|-----------------|-----|
| Roman Catholic  | 75% |
| Other Christian | 15% |
| Non-Christian   | 10% |

**Areas of Concern**

The current median home price for Marin, San Francisco and San Mateo Counties exceeds \$750,000, making it difficult for young families to move to or stay in the area. The high cost of housing may be one of the causes for the decline in the number of 8<sup>th</sup> graders applying to SI. Four years ago, 1,330 8<sup>th</sup> graders applied to SI. For the 2006-2007 year, those numbers have dipped to just under 1,200. (The other factor in that decline may be the fact that the school now asks families to apply online, which may cause confusion for some.)

If, in the near future, only the wealthy can afford to live in Marin, San Francisco and San Mateo Counties, then SI may start to lose the economic diversity it currently enjoys. We

would not want to become a school only for the wealthy, especially given the Jesuit goal of “preferential option for the poor.”

## STUDENT PROFILE

### 1. Student Indicators

The total school enrollment is 1414 students of roughly equal gender each year. As noted above, the student body population roughly reflects the ethnic distribution of the San Francisco Bay Area. All Students are proficient in English.

| Enrollment By Grade & Gender | Male | Female | Total |
|------------------------------|------|--------|-------|
| Ninth Grade                  | 182  | 186    | 368   |
| Tenth Grade                  | 181  | 179    | 360   |
| Eleventh Grade               | 173  | 174    | 347   |
| Twelfth Grade                | 170  | 169    | 339   |
| TOTAL                        | 706  | 708    | 1414  |

SI has a low transfer rate, with roughly ten students (less than 1%) leaving the school each year.

In terms of religion, 75% of our students are Roman Catholic, 15% are of other Christian denominations, and 10% are non-Catholic. They come from over 100 different feeder schools, of which 65% are Catholic grammar schools, 20% are independent schools and 15% public schools.

In terms of special populations, over 20% of the student population is on financial aid (see Tuition and Financial Aid below). SI has a Learning Differences program that serves 90 to 95 students with identified learning disabilities per year. In addition, the Magis Program serves 94 students of traditionally underrepresented background, including first generation college-bound students, students of color and students from low-income communities.

### 2. Attendance Patterns

SI has a 98% attendance rate, with an average of 30 students absent per day. This is an average of three absents per student per year.

### 3. Student Performance

Since its inception, SI has turned boys — and now girls — into men (and women) able to understand the world around them and to change it for the better. To do this, teachers, administrators and staff at SI help students grow into mature and able adults who will both lead and serve their communities. Towards that end, the school seeks to educate the whole person, and instruction at SI addresses growth in three areas: academic preparation

for college and beyond, co-curricular activities to encourage social, emotional and physical growth, and spiritual and moral development.

### 3a. Academics

There are many ways in which SI's academic excellence can be measured. Some are internal and some are external. For example, yearly mean GPAs range from 3.26 to 3.31. Below are the GPAs for 2004-5.

| Semester     | Male GPA | Female GPA | Average GPA |
|--------------|----------|------------|-------------|
| Fall 04-05   | 3.23     | 3.38       | 3.31        |
| Spring 04-05 | 3.19     | 3.35       | 3.28        |

SI offers an excellent college preparatory curriculum, consisting of math, science, English, language, fine arts, social science and religious studies. Most students go beyond the UC requirements by taking three or four years of science and four years of math. More than half of the senior class takes Calculus. Many also take four years of a language. The program selection patterns are available in the Census Data section.

335 of 354 graduates in the class of 2005 went on to a four-year college and 16 went to community college. These represent a 94.6% matriculation rate to a 4-year institution, a 4.5% matriculation rate to a 2-year institution, and a 99.1% overall college matriculation rate.

| Students Who Completed Grade Twelve in 2005 Entered: | Male       | Female     | Total      |
|--|------------|------------|------------|
| Jesuit Novitiate                                     | 0          | 0          | 0          |
| Other religious or priestly life                     | 0          | 0          | 0          |
| Private College (4 yr)                               |            |            | 0          |
| a. Non-sectarian                                     | 31         | 28         | 59         |
| b. Jesuit  | 29         | 43         | 72         |
| c. Other religious                                   | 11         | 23         | 34         |
| Public College (4-yr.)                               | 82         | 88         | 170        |
| Service Academies                                    | 0          | 0          | 0          |
| Community College                                    | 13         | 3          | 16         |
| Other post-secondary training                        | 2          | 0          | 2          |
| Armed Services/Enlistment                            | 0          | 0          | 0          |
| Employment   | 1          |            | 1          |
| Unemployment   |            |            | 0          |
| Other or status unknown                              |            |            | 0          |
| <b>TOTAL</b>   | <b>169</b> | <b>185</b> | <b>354</b> |

### *SAT and PSAT Scores*

For the past five years, the mean SAT score has been about 180 points higher than the California or the national average, which puts our students at about the 82<sup>nd</sup> percentile. The PSAT scores are approximately 171, with boys doing slightly better than girls in math, girls slightly better than boys in verbal, the genders being almost equal in writing. This is about the 80<sup>th</sup> percentile. Most years SI has five or six National Merit Scholars, though there have been as many as twelve.

| SAT<br>Academic<br>Year | Verbal |     |     | Math |     |     | Total |      |      |
|-------------------------|--------|-----|-----|------|-----|-----|-------|------|------|
|                         | SI     | Nat | CA  | SI   | Nat | CA  | SI    | Nat  | CA   |
| 2000-2001               | 602    | 506 | 498 | 596  | 514 | 517 | 1198  | 1020 | 1015 |
| 2001-2002               | 600    | 504 | 496 | 597  | 516 | 517 | 1197  | 1013 | 1020 |
| 2002-2003               | 602    | 507 | 499 | 598  | 519 | 519 | 1200  | 1026 | 1018 |
| 2003-2004               | 609    | 508 | 501 | 598  | 518 | 519 | 1207  | 1026 | 1020 |
| 2004-2005               | 604    | 504 | 508 | 605  | 522 | 520 | 1209  | 1026 | 1028 |

| PSAT<br>Academic<br>Year | Verbal |        | Math |        | Writing |        | Total |        |
|--------------------------|--------|--------|------|--------|---------|--------|-------|--------|
|                          | Male   | Female | Male | Female | Male    | Female | Male  | Female |
| 2003-04                  | 56.2   | 55.4   | 55.8 | 52.6   | 56.8    | 58.1   | 168.8 | 166.1  |
| 2004-05                  | 55.1   | 55.9   | 57.4 | 54.1   | 59.7    | 60.4   | 172.2 | 170.4  |
| 2005-06                  | 56.1   | 57.1   | 57.7 | 54.6   | 57.7    | 59.1   | 171.5 | 170.8  |

### *Advanced Placement Scores*

The Advanced Placement program at SI is excellent and pervasive. The program can no longer be considered a school within a school, since approximately two-thirds of the graduating class has taken at least one AP test. The College Board now publishes a statistic they call “Equity and Excellence.” This is the percentage of the class that has taken at least one AP exam.

Some SI students take as many as nine or ten exams.

| Equity and Excellence | Tested | %     |
|-----------------------|--------|-------|
| Class of 2005         | 233    | 65.2  |
| Class of 2004         | 216    | 61    |
| Class of 2003         | 238    | 68.4  |
| Class of 2002         | 211    | 65.6  |
| Class of 2001         | 207    | 58.31 |

In 2005, 1293 tests were given with an overall pass rate of 72%. Over 50% of the graduating class of 2005 passed the US History test, 40% passed the US Government test, over 30% passed English Literature, English Language and/or Calculus. Twenty-five percent passed the Psychology test, and 20% passed one of the Language tests.

| Department | Tests | Passed | Pass Rate | Fours | Fives | Rate of 4s or 5s | Senior Class | Sr Pass Rate |
|------------|-------|--------|-----------|-------|-------|------------------|--------------|--------------|
| ENGLISH    |       |        |           |       |       |                  |              |              |
| Eng Lang   | 154   | 129    | 84        | 58    | 23    | 52.6             | 337          | 38.28        |
| Eng Lit    | 91    | 90     | 99        | 45    | 20    | 71.43            | 337          | 26.7         |

|                       |      |     |       |     |     |       |     |       |
|-----------------------|------|-----|-------|-----|-----|-------|-----|-------|
| LANGUAGE              |      |     |       |     |     |       |     |       |
| French Lang           | 16   | 13  | 81.25 | 2   | 2   | 25    | 337 | 3.86  |
| Latin                 | 17   | 12  | 70.59 | 7   | 1   | 47.06 | 337 | 3.56  |
| Span Lang             | 61   | 49  | 80.33 | 23  | 14  | 60.66 | 337 | 14.54 |
| Foriegn Lang Total    | 94   | 74  | 78.72 | 30  | 20  | 53.19 | 337 | 21.95 |
| MATH                  |      |     |       |     |     |       |     |       |
| Calc AB               | 61   | 39  | 63.93 | 15  | 8   | 37.7  | 337 | 11.57 |
| Calc AB (with BC sub) | 142  | 104 | 73.24 | 43  | 38  | 51.41 | 337 | 30.86 |
| Calc BC               | 81   | 58  | 71.6  | 18  | 21  | 48.15 | 337 | 17.21 |
| Stats                 | 21   | 7   | 33.33 | 2   | 1   | 14.29 | 337 | 2.08  |
| MUSIC                 |      |     |       |     |     |       |     |       |
| Music Theory          | 0    |     |       |     |     |       | 337 | 0     |
| SCIENCE               |      |     |       |     |     |       |     |       |
| Biology               | 25   | 15  | 60    | 6   | 2   | 32    | 337 | 4.45  |
| Chem                  | 31   | 19  | 61.29 | 6   | 3   | 29.03 | 337 | 5.64  |
| Phys B                | 22   | 15  | 68.18 | 4   | 0   | 18.18 | 337 | 4.45  |
| Phys C—Mech           | 29   | 22  | 75.86 | 9   | 6   | 51.72 | 337 | 6.53  |
| Phys C—E&M            | 29   | 19  | 65.52 | 6   | 7   | 44.83 | 337 | 5.64  |
| All Science           | 136  | 90  | 66.18 | 23  | 15  | 27.94 | 337 | 26.71 |
| SOCIAL SCIENCE        |      |     |       |     |     |       |     |       |
| European Hist         | 1    | 1   | 1     | 0   | 0   | 0     | 337 | 2.97  |
| Comp Gov't            | 0    |     |       |     |     |       | 337 | 0     |
| Gov't                 | 199  | 123 | 61.81 | 38  | 17  | 27.64 | 337 | 36.5  |
| Psyc                  | 129  | 121 | 93.8  | 65  | 31  | 74.42 | 337 | 35.9  |
| US Hist               | 250  | 176 | 70.4  | 60  | 33  | 37.2  | 337 | 52.22 |
| World History         | 1    | 1   | 1     | 0   | 1   | 100   | 337 | 2.96  |
| TOTALS – All Tests    | 1220 | 906 | 74.26 | 364 | 190 | 45.41 |     |       |

### 3b. Co-curriculars

Co-curricular activities play a major role in the school experience for St. Ignatius students. Every freshman must join at least one co-curricular activity, choosing from the more than 50 clubs, 26 sports and the varied Fine Arts programs. Most students are involved in three or four groups or more throughout their four years, many participating in all three major categories offered. It is the school's position that co-curricular involvement provides opportunities for leadership, avenues to serve the school and community and to develop interests and talents that are normally untapped in classroom activity.

#### *Athletics*

The Athletic program at SI fields 65 teams in 26 sports and has enjoyed much success in these programs, including national and state championships and numerous league championships.. 62% of the SI student body is involved in one or more sports. Participation differs by grade level. In 2004-5, 76% of freshmen, 68% of sophomores, 59% of juniors and 42% of seniors were played on one or more sports teams. The gender balance is about 55% male to 45% female. Ignoring the football program, there are more girls than boys in athletics. In addition, eight to ten students per year work as trainers. Another major goal of the Athletic Department is to share athletes among sports. As

shown below, not only is over 60% of the student body involved in athletics, almost half of them are two or three port athletes.

| Year      | Only One Sport | Two Sports | Three Sports | At Least One Sport | Student Body % |
|-----------|----------------|------------|--------------|--------------------|----------------|
| 2004-2005 | 477            | 318        | 61           | 856                | 61%            |
| 2003-2004 | NA             | NA         | NA           | NA                 | NA             |
| 2002-2003 | 494            | 301        | 63           | 858                | 61%            |
| 2001-2002 | 514            | 302        | 46           | 862                | 62%            |

One concern with such a large program is the lack of on-campus coaches. Only 39 of the 110 coaching positions in the athletic program are filled by 31 faculty members. Eight faculty members coach two sports (six men and two women). Ten of the 26 programs have an off- campus head coach and seven of those have no on-campus coaches. Coaches' meetings and observations by the athletic administration are two ways to make sure the mission of the school is inculcated in these programs. Other approaches need to be discovered and explored. (For more information, see Appendix A, "Student and Community Profile Data.")

### *Performing Arts*

SI offers a dynamic and varied program of performing arts. Talent and interest are encouraged and fostered through multiple venues such as Orchestra, Jazz Band, the Fall Dramatic Play, Spring Musical, Dance, Chamber Singers, Mixed Chorus, Stage Crew (technical support) and Winter One Acts (student directed productions). The performances given by the participants in these areas are well attended by faculty and students who support and appreciate these efforts. A Fine Arts Assembly, which is attended by all SI faculty, staff and the student body, is given annually. The entire SI community is enriched by the Performing Arts program. A listing of Performing Arts groups, students involved and gender breakdown can be found at the end of this document.

| Program         | Male | Female | Total |
|-----------------|------|--------|-------|
| Fall Play       | 13   | 13     | 26    |
| Winter One Acts | 16   | 19     | 35    |
| Musical Cast    | 29   | 36     | 65    |
| Mixed chorus    | 52   | 57     | 109   |
| Stage Crew      | 18   | 19     | 37    |
| Dance           | 4    | 31     | 35    |
| Orchestra       | 40   | 37     | 77    |
| TOTAL           | 172  | 182    | 354   |

### *Clubs*

There are over 55 active clubs/activities at SI ranging from Community Outreach clubs to Affinity clubs to Publications. A complete listing of clubs, number of members and gender break down is included in the census data section. SI also has a strong student government system with an executive council, student council, class councils and a unity council. There are 2,561 participants in the 55 clubs, evidence of the multiple club involvement of the majority of SI students. Faculty and staff moderate, while club leadership comes from the member students themselves. (For more information, see Appendix A, "Student and Community Profile Data.")

### 3c. Spiritual

As the third component of a strong Ignatian education, the spiritual formation and development of the students (and staff) demand as much attention and commitment as academics or co-curriculars. All students take seven semesters of Religious Studies classes. The course topics range from scripture studies and world religions to morality and human sexuality.

#### *Liturgies*

Liturgical and para-liturgical services are frequently available. There are five all-school liturgies, and there are four prayer services during the year, once each quarter. The schedule allows for liturgy almost every Friday morning. These FMLs (Friday Morning Liturgies) are planned by students as part of a class and occur 22 to 25 times a year. The Meeting Period schedule allows for one reconciliation service per quarter for each grade and one yearly class mass. Every school day begins with a prayer over the PA, mostly designed and read by students.

| Liturgies              | Number per year |
|------------------------|-----------------|
| Friday Morning Liturgy | 22-25           |
| All School Liturgies   | 9               |
| TOTAL                  | 33              |

#### *Student Retreats*

The retreat program is extensive. All freshmen attend a one-day retreat, as do all sophomores. Traditionally, over 95% of the juniors attend an overnight retreat and 98% of the seniors attend a four-day, three-night Kairos retreat. Those numbers dropped this year, but it cannot be determined if that is the beginning of a trend or just an aberration. The retreat program also offers many opportunities for developing student leadership. 194 seniors are involved in the InSIGNIS program, which provides 85 mentors for the freshmen, 30 core members and 79 seniors lead a sophomore, junior, or senior retreat.

| Year   | Frosh         | Sophomore     | Junior       | Senior       |
|--------|---------------|---------------|--------------|--------------|
| 2001-2 | 355<br>(100%) | 352<br>(100%) | 348<br>(95%) | 337<br>(96%) |
| 2002-3 | 352<br>(100%) | 355<br>(100%) | 352<br>(97%) | 348<br>(97%) |
| 2003-4 | 357<br>(100%) | 347<br>(100%) | 355<br>(97%) | 348<br>(95%) |
| 2004-5 | 357<br>(100%) | 347<br>(100%) | 357<br>(95%) | 354<br>(94%) |
| 2005-6 | 367<br>(100%) | 359<br>(100%) | 344<br>(90%) | 338<br>(86%) |

All students are required to complete 100 hours of community service before entering senior year. Over 90% of the last three graduating classes completed more than the required minimum and approximately 30% each year do over 200 hours. The average hours-per-student ranges from 160 to 180 hours and these are accomplished at over 100 different agencies.

### *Immersion*

SI offers an Immersion Program where eight students and two adults live and work in an impoverished community. Sixty-six students and 16 adults participate at eight sites each summer. In the past, the sites have included San Francisco, Salinas, Sacramento, Tacoma, Ireland, Costa Rica, White Plains Apache Reservation, Appalachia, Tijuana, Birmingham, East Los Angeles, and El Salvador. On average, more girls than boys apply for Immersion. In order to create some gender balance in the groups (two females to one male), the program usually accepts a larger percentage of male applicants (85%).

| <b>Annual Trips—&gt;</b> | <b>Applied</b> | <b>Accepted</b> | <b>Male</b> | <b>Female</b> |
|--------------------------|----------------|-----------------|-------------|---------------|
| <b>2006</b>              | 90             | 66              | 23          | 43            |
| <b>2005</b>              | 130            | 66              | 22          | 44            |
| <b>2004</b>              | 118            | 66              | 23          | 43            |
| <b>2003</b>              | 98             | 66              | 23          | 43            |

#### **4. Follow-up Data**

335 of 354 graduates in the class of 2005 advanced to a four-year college, and 16 attended a community college. This represents a 94.6% matriculation rate to a four-year institution, a 4.5% matriculation rate to a two-year institution, and a 99.1% overall college matriculation rate.

In terms of survey follow-up, the Math Department has administered an alumni/ae survey to all graduates at the end of their first year in college. This survey has been in effect for 12 years and has led to a variety of curriculum and methodology changes. For the past two years, the Science Department has also administered an alumni survey to students two years out of SI. It has not led to any changes yet. In addition, alumni and parent surveys are part of each WASC report.

SI is looking into making the survey process ongoing and systematic, taking all departments into account. A position of “Statistician” is being created to coordinate these survey efforts, as well as to maintain and analyze a database of all statistics that come into the school. Special projects are yet to be determined.

As part of this WASC self study, four surveys were designed and administered: (a) the Alumni Survey, (b) the Faculty Survey, (c) the Parent Survey, and (d) the Student Survey. The complete results are in the Census Data section. For the strengths and areas of growth, see the Survey report.

#### **5. Staff Profile**

SI has a very dedicated, professional, and experienced staff of 164 men and women. The genders are roughly equal with 78 lay women, 77 lay men, one Jesuit brother and seven Jesuit priests on the staff. Among the teaching faculty, there are 75 men and 60 women (see census data for further breakdown). Three-quarters of the staff are Roman Catholic, and 89% is White/other. Efforts are ongoing to actively hire qualified staff of color to bring the ethnic mix into balance with the student population.

| <b>Gender by Department</b> | <b>Men</b> | <b>Women</b> |
|-----------------------------|------------|--------------|
| Counseling                  | 3          | 8            |
| English                     | 13         | 4            |
| Fine Arts                   | 4          | 4            |
| Language                    | 5          | 10           |
| Library                     | 0          | 3            |
| Phys Ed                     | 4          | 1            |
| Computer Ed                 | 0          | 2            |
| Math                        | 11         | 4            |
| Religious Studies           | 10         | 5            |
| Science                     | 6          | 8            |
| Social Science              | 10         | 4            |
| Adult Spirituality          | 1          | 2            |
| Campus Ministry             | 4          | 2            |
| Christian Service           | 0          | 2            |
| Magis                       | 1          | 1            |
| Technology                  | 5          | 0            |

| <b>STAFF</b>           | <b>F-T Faculty</b> | <b>P-T Faculty</b> | <b>F-T Prof. Staff</b> | <b>P-T Prof. Staff</b> | <b>F-T Supp. Staff</b> | <b>P-T Supp. Staff</b> | <b>TOTAL</b> |
|------------------------|--------------------|--------------------|------------------------|------------------------|------------------------|------------------------|--------------|
| <b>Lay Women</b>       | 37                 | 5                  | 14                     | 1                      | 18                     | 3                      | 78           |
| <b>Lay Men</b>         | 54                 | 5                  | 5                      | 0                      | 11                     | 2                      | 77           |
| <b>Jesuit Brothers</b> | 0                  | 0                  | 1                      | 0                      | 0                      | 0                      | 1            |
| <b>Jesuit Priests</b>  | 2                  | 2                  | 1                      | 0                      | 1                      | 2                      | 8            |
| <b>TOTAL</b>           | 93                 | 12                 | 21                     | 1                      | 30                     | 7                      | 164          |

The faculty is well qualified for their positions. The staff has six doctorates (with two more in progress), 88 masters and 49 bachelors. 88 staff members are credentialed in California, four more are credentialed elsewhere, and three are in progress. Of the 76 staff members without CA credentials, 55 are not in the classroom, 12 have an MA or higher and three are in progress. As well as degree work, the staff actively engages in professional development. 66 members attended workshops, took coursework, engaged in summer curriculum grants or some other form of professional learning in the past year.

#### **Degrees Held by Faculty & Staff**

|               |     |
|---------------|-----|
| Doctorate     | 6   |
| MS            | 7   |
| MA            | 81  |
| BS            | 9   |
| BA            | 40  |
| Credential    | 88  |
| No Credential | 76* |

\*55 are not in the classroom; 12 have an MA or higher; 9 need a credential, of which 3 are in progress.

Turnover on the staff is under 10%, but on a faculty this large, that means ten to fifteen people leave each year. Despite that, the average length of service at SI is 10.3 years. (For more information, see Appendix A, “Student and Community Profile Data.”) This number reflects only service at SI. More than half current faculty taught elsewhere before coming to SI, some for several years.

| <b>Years Teaching Experience at SI</b> | <b>1993</b> | <b>2001</b> | <b>2004</b> | <b>2006</b> |
|--|-------------|-------------|-------------|-------------|
| <b>30+</b>                             | 2           | 7           | 13          | 13          |
| <b>20 to 29</b>                        | 13          | 19          | 15          | 18          |
| <b>10 to 19</b>                        | 26          | 26          | 27          | 19          |
| <b>5 to 9</b>                          | 11          | 23          | 19          | 27          |
| <b>Fewer than 5</b>                    | 42          | 41          | 55          | 47          |
| <b>Total</b>                           | 861         | 1209        | 1421        | 1449        |
| <b>Average</b>                         | 9.16        | 10.42       | 11.02       | 11.23       |

The teachers are expected to model the three-fold mission of the school. All are required by contract to assume a co-curricular responsibility and to attend one student retreat as well as the yearly faculty retreat. Thirty-one faculty members are coaches, eight of whom coach two sports. There are also 30 other faculty members (19 men and 11 women) who have coached at one time or another. The Performing Arts program has seven faculty members. Other faculty moderate the more than 55 clubs, publications, and student activities.

The spiritual lives of the faculty and staff must be nurtured in order for them to be able to nurture the spiritual lives of students. To this end, the Adult Spirituality program provides access to a variety of options. There are daily masses as well as the Friday Morning Liturgies. Eighty-nine staff members are involved in various individual and group versions of spiritual direction and the 19<sup>th</sup> Annotated Retreat. Summer grants are available for 8-day and 30-day silent retreats. All staff members attend the Faculty Retreat in January and one Ignatian Evening sometime during the year. These monthly Ignatian Evenings provide prayer, dinner, and a focused discussion on the ministry of education and its specific manifestation in a Jesuit school.

## **6. School Growth Needs**

There are presently four areas of physical growth recently completed or currently under construction. First, the classrooms have undergone a major renovation this past summer to upgrade the furniture, décor, and technology. Second, ground has been broken this past spring for building additional classroom space and a choral facility, as well as an outdoor plaza. Third, field space for our 26 sports are at a premium, and alternative sites off-campus are being considered for renovation and expansion. Finally, a St. Ignatius is seeking to acquire a site where it can provide a retreat center to serve the spiritual needs of SI and its neighbors.

## **7. Archdiocesan Financial Support**

SI receives no financial support from the Archdiocese of San Francisco, nor from the California Province of the Society of Jesus. In fact, SI currently pays Archdiocese fees of approximately \$47,000 per year and JSEA fees that average about \$13,500 per year.

## **8. External Factors**

At present, SI has few relationships with other outside agencies that carry mandates. SI receives some NCLB funds — approximately \$30,000 per year in Title IIA (professional development) and \$6500 in Title IID (technology). While these funds have provided a helpful boost to SI's professional development program, the real advantage has been in the way the efficient use of the professional development monies has encouraged SI to forge collaborative ties with other Catholic and private schools in the Bay Area. SI has also developed a better relationship with San Francisco Unified School District in the process of applying for and using NCLB funds. We have been good neighbors with our public school counterparts, most notably in the way we have hosted 600 public school teachers for the weeklong "Reading First" conference for the previous two summers. NCLB monies have allowed us to offer many workshops over the past six years that have benefited thousands of students in dozens of institutions.

## **9. Tuition and Financial Aid**

Tuition and fees at SI for the 2005-6 year total \$12,980. As fees have remained the same over the last six years (\$500), tuition has increased 59% over that same time period, from \$7,850 to \$12,980. Students can also expect to spend approximately \$490 on books this year. They will purchase most textbooks through our school's bookstore, and purchase English paperback books through the on-line vendor, [myschoolbookstore.com](http://myschoolbookstore.com). This represents a 29% increase in book fees over the last six years. These figures are comparable to other Catholic high schools in the Bay Area and significantly less than private, non-parochial high schools.

Currently, SI offers financial aid to students with demonstrated need. More than twenty percent (20%) of our students require some financial assistance, and our total grants will reach 1.2 million dollars for the 2005-2006 academic year. All parents receive financial aid application request forms in the application packet, and all are encouraged to apply. In addition, acceptance to SI is "needs blind," with the admissions and financial aid applications handled separately.

The Genesis IV campaign concluded in 2005 and raised \$50 million for the school's endowment, with \$31 million dedicated to financial aid. The current Genesis V fundraising campaign is well underway, one component of which is to increase the endowment by \$20 million.