



High School Principal

Leadership Opportunity
July 2012

Our Lady of Good Counsel High School



Carney, Sandoe  Associates

800-225-7986 ▼ www.carneysandoe.com

Olney, Maryland
1248 students
Grades 9-12
www.olgchs.org

THE POSITION

Our Lady of Good Counsel High School in Montgomery County, Maryland seeks a Principal to lead and inspire a community of 1248 young men and women and 99 faculty members. Throughout its relatively brief history, Good Counsel has provided a first-rate Xaverian inspired, Catholic education to thousands of students in the Archdiocese of Washington. The Xaverian Brothers have given Good Counsel a unique personality, one that educates young men and women spiritually, academically, socially, and physically. This is an exceptional opportunity for a key administrator at an excellent school with a rich tradition and history. The next Principal will work closely with Dr. Paul Barker, the new President and the school's chief executive officer, who arrived in July 2011. The Principal will report directly to the President and is a member of the Senior Administrative Team. He or she will provide instructional leadership, encourage high student expectations, communicate well with parents, students, faculty and staff, and maintain a positive school climate.

Dr. Paul Barker began his presidency at Good Counsel after having served 10 years as principal of the John Carroll School in Bel Air, Maryland. He completed his doctorate degree in educational leadership from the University of Pennsylvania in 2011. Good Counsel's Board Chair described why Paul was chosen: "We are confident that he possesses the educational skill, the well-rounded experience, the personal ambition, the spirituality and the dedication to Catholic education—particularly at the high school level, to succeed in this leadership role. Equally impressive is Paul's ability to warmly relate to others, his rigorous work ethic and dedication to his professional development, his passion for excellence and his genuine humility." [Gazette.net](#), Maryland Community News Online, interviewed Paul at the beginning of the school year, when he mentioned



three goals for his presidency: to complete the auditorium/performing arts center, maintain the school's Catholic identity, and continue to incorporate technology into the curriculum. A New Zealander, Barker is an avid rugby fan, coach and certified referee. He and his wife have two children in college.

Mission

As a Xaverian Catholic learning community, Our Lady of Good Counsel High School is committed to preparing students with diverse learning abilities for the challenges of life by providing programs and activities that advance academic excellence and service to others; foster spiritual, emotional, and social growth; promote inclusion of all community members; and embody the Xaverian values of humility, trust, zeal, compassion, and simplicity upon which the school is founded.



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THE SCHOOL

Founded in 1958, Our Lady of Good Counsel High School is a private, Catholic, college preparatory high school for young men and women, grades 9-12, operating under the sponsorship of the Xaverian Brothers. Thirty years later after the founding, the doors were opened to young women, and today, Good Counsel educates over 1200 students each year in the Xaverian tradition of academic excellence and caring. Living the mission every day, Good Counsel continues to embody the Xaverian values of simplicity, humility, compassion, zeal and trust.

The Xaverian Brothers are a lay religious congregation founded in Belgium by Theodore James Ryken. In the spirit of their patron, Saint Francis Xavier, the Xaverian Brothers undertake missionary work throughout the world to spread the ideals of Christian brotherhood. Their sponsorship of Good Counsel High School is perhaps best embodied by the congregation's motto: "In harmony small things grow." OLGCHS continues to emphasize Xaverian Values, though as of 2009-2010 there are no longer Xaverian Brothers on staff.

Students of all academic levels find success in Good Counsel's Advanced Placement (AP), International Baccalaureate (IB), honors and college-preparatory programs. An

Good Counsel at a Glance

Grades: 9-12

Current enrollment: 1248

Faculty: 99

Faculty with advanced degree: 75%

Faculty with state certification: 100%

Student-Teacher ratio: 12.6:1

Tuition: \$16,550

Financial Aid: \$1.9M

*31% students receive financial aid,
including scholarships*

Operating budget: \$21.6M

Indebtedness: \$32M in bonds

Endowment: \$973,000

Capital giving most recent year: \$130,000

Non-capital giving most recent year: \$1.1M

Student body of color: 26%

Faculty of color: 13%

International Baccalaureate School since 1995, Good Counsel was the first Catholic school in the Washington metropolitan area to offer the prestigious IB program. Good Counsel is also one of only eight schools worldwide in a pilot program for the newly approved World Religions Course. Good Counsel has developed a strong tradition of AP courses over the years and students may choose from a wide selection of AP courses. In 2011, 336 Good Counsel students sat for 607 exams in 17 AP subjects and 38 of 42 diploma candidates received the IB Diploma. For highly motivated students with mild learning disabilities, the Ryken Program offers a structured, small-group learning environment. The program was the first of its kind at the high school level in this Archdiocese and continues to assist students in their core courses through the use of varied teaching styles and strategies that focus on skill development in a smaller group setting.

Our Lady of Good Counsel athletic teams are extremely competitive and many challenge for the



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league championship on an annual basis. The school offers 54 varsity, junior varsity, and freshman-level athletic teams and participates in the Washington Catholic Athletic Conference. Drama productions have made a recent comeback and rival those of the glory days of Good Counsel theater in the 1960s and 70s. Frequently, enough students are involved that two separate casts are performing. The music program has grown dramatically and there is now a marching band, a growing string section as well as several choral groups. Good Counsel also hosts a speech and debate team. Overall, more than 30 different clubs and activities serve the diverse interests of the student body.

The creation of the Campus Ministry Department has led to greater opportunities in all areas of the school's spiritual life and additional service opportunities for students. The retreat program which is highlighted by the three-day junior retreat remains one of the key elements of the Good Counsel experience and increased student participation in the planning of school-wide liturgies also has been a positive development. Service opportunities for both students and faculty include alternative Easter breaks, working with the poor and marginalized in urban areas, and an annual trip to El Salvador.

The school is fully accredited by the State of Maryland and the Middle States Association of Secondary Schools and Colleges. Good Counsel has twice been named as a "Blue Ribbon School of Excellence" by the U.S. Department of Education. It is a member of the College Entrance Examination Board and the National Association for College Admission Counseling and complies with the NACAC Statement of Principles of Good Practice.



Our Lady of Good Counsel High School believes:

- *Each person is uniquely created by God and possesses special abilities and interest that must be recognized, respected, and developed.*
- *It is the school's responsibility to provide an opportunity to develop in each student a personal relationship with God and the Church, an understanding of Catholic religious tradition and doctrine, an active participation in the Community of Faith, and an understanding and appreciation of the Xaverian values of humility, trust, zeal, compassion, and simplicity.*
- *The education of all students should be challenging and goal oriented in an inclusive educational community that promotes academic success, academic integrity, and physical and psychological health.*
- *Lifelong learning is fundamental for constructive and responsible participation in a diverse and changing society.*
- *It is important for the school community to reach out and support the larger community in which it resides.*



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- *Members of the community should, according to the fundamental principles of Theodore Ryken, “fall in love with the service of God” by providing for the poor and marginalized.*

CAMPUS AND LOCATION

In 2006, Good Counsel moved from Wheaton, Maryland to a state-of-the-art facility on a 52-acre campus in Olney, Maryland, north of Washington, D.C. in Montgomery County. The campus offers 200,000 square feet of indoor space and is completely wireless. There are over 50 classrooms, 10 science and technology labs, a cutting-edge media center, a 150-seat chapel, two gymnasiums and additional athletic fields.

GRADUATE PROFILE

Upon completion of a rigorous education rooted in the principles and ideals of the Catholic Church and the Xaverian Brothers, the Good Counsel graduate will:

- *Grow in personal faith and wisdom*
- *Be prepared for higher education and understand the importance of life-long learning*
- *Embody the Xaverian values of humility, trust, zeal, compassion and simplicity*
- *Continue the Xaverian commitment to serve the poor and marginalized, promote human dignity, and pursue justice and peace*
- *Respect the diversity and uniqueness of others*
- *Seek solutions to life’s challenges*



The class of 2011 received offers of over \$19 million in scholarships to college and universities. They were accepted into 136 honors programs. Of these totals, 30 were IB students accepted into 56 honors programs. In addition, these 30 IB students received a one-year scholarship total of \$919,865 and a four-year scholarship total of \$3.68 million. Below is a partial list of colleges and universities offering admission to students:

Boston College
University of Pennsylvania
Cornell University
Villanova University
University of Notre Dame
Catholic University
New York University
Johns Hopkins University
Wake Forest University
Boston University

University of Michigan
College of William and Mary
Bucknell University
American University
Rensselaer Polytech University
DePaul University
Fordham University
Hofstra University
Loyola University
Princeton University



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Saint Joseph's University
 Marquette University
 Yale University
 George Washington University
 Duke University
 Colgate University

University of North Carolina, Chapel Hill
 University of Virginia
 UCLA
 Stanford University
 Georgetown University

COMMUNITY

Good Counsel students are drawn from throughout the Metropolitan Washington Area and are academically, ethnically, culturally, and economically diverse (consisting of 14% African America, 5% Asian, 71% Caucasian, 8% Hispanic and 2% other). The school has continued to maintain a student body that is approximately 75-80% Catholic and approximately 25% minority. Since the move to the Olney campus, applications for admission have increased and Good Counsel is fully enrolled. The IB program has been a wonderful success for Good Counsel in attracting and challenging the top students in the region. Xaverian Scholarships are awarded based on test performance, academic and co-curricular achievement. Fine Arts scholarships are awarded for Theatre, Arts, Instrumental, and Choral, and scholarships are also awarded based on performance in a speech competition.



The faculty of Good Counsel are all Maryland State Certified Educators, 75% of whom hold advanced degrees. In the 2009-2010 school year, the faculty was divided into Professional Learning Teams (PLTs) comprised of teachers that teach the same and/or similar subjects. The purpose of the teams is for teachers to work collaboratively for professional development and ongoing learning focused on instruction and continuous improvement.

THE 2011-2016 STRATEGIC PLAN

CATHOLIC AND XAVERIAN IDENTITY

By the year 2016, Our Lady of Good Counsel High School will:

- Expand the Xaverian Spirit to permeate the school;
- Enhance the excellent Religion curriculum;
- Further develop Campus Ministry activities;
- Further establish a positive Catholic identity;

SCHOOL AND COMMUNITY

By the year 2016, Our Lady of Good Counsel High School will:

- Institute community/spirit development initiatives;

- Increase involvement from students, faculty, parents, and alumni in school community;
- Revise and implement a comprehensive Drug and Alcohol education and prevention Program;
- Develop a consistent approach to implementation of the school discipline code;

ACADEMICS

By the year 2016, Our Lady of Good Counsel High School will:

- Strengthen the Academic Program through evaluation of current programs and additional offerings that provide a global emphasis;
- Implement a comprehensive Science, Technology, Engineering and Mathematics
- Develop an integrated technology plan for faculty and students;
- Further develop and explain the College Counseling Program;
- Develop a consistent approach to academic rigor in comparable courses;

FACULTY-STAFF DEVELOPMENT

By the year 2016, Our Lady of Good Counsel High School will:

- Initiate a leadership training program for administrators and resource teachers;
- Create a succession plan for all administrative levels;
- Develop leadership opportunities for faculty;
- Develop a good balance of trust and accountability among faculty, staff, and administration;

FACILITIES

By the year 2016, Our Lady of Good Counsel High School will:

- Complete as much of the original building design as possible;
- Make enhancements to the grounds to increase utilization of space;
- Develop a comprehensive institutional technology plan;
- Develop and implement a comprehensive plan to maintain facilities in a cost-effective manner;

ADVANCEMENT AND FINANCE

By the year 2016, Our Lady of Good Counsel High School will:

- Launch an Endowment/Performing Arts Campaign. The Endowment piece will target the following areas - financial aid, technology, and competitive faculty/staff salaries. The Performing Arts piece will target completion of the Auditorium;
- Strengthen the advancement efforts in the area of cultivation and stewardship;
- Develop and implement a strong Annual Giving and Reunion Giving Program;

- Build upon strong Alumni Program;
- Create a planned giving program;
- Identify new sources of revenue;
- Develop a comprehensive admissions and marketing program to include an accessibility plan that targets enrollment audiences and communicates clearly the message of OLG;C;
- Maintain a financially stable environment and will appropriate financial resources to fulfill the goals and objectives established by the 2011- 2016 Strategic Plan.

THE OPPORTUNITY FOR THE NEXT PRINCIPAL

Reporting directly and solely to the President, the Principal works in partnership to plan and implement the schools program and serves as the Chief Operational and Academic Officer. Ensuring the Catholic and Xaverian nature of the school, the Principal advances mission and philosophy in the formation of both students and faculty in the daily order of the school. Organizing the administration and faculty, the Principal appoints, develops, and evaluates the professional staff to assure everyone can perform at a level of excellence.

QUALITIES AND SKILLS SOUGHT IN THE PRINCIPAL

- Impressive, experienced leader who understands all facets and functions of secondary schools with clear vision and decisive and collaborative leadership skills.
- Personal character that is open, approachable, warm, and strong, serving as a role model for students and faculty alike.
- Knowledgeable and creative in building systems for current and future programs to both sustain and develop them.
- A positive leader who believes in children and adults and understands developmental stages and phases for both.
- A partner for the President who demonstrates initiative, communicates effectively with every constituency, and guarantees no surprises for the school's professional staff.
- Superior skills in managing people and programs so that outstanding teaching and programs can flourish.
- Ability to organize and support her or his direct reports in a way that promotes their effectiveness individually and corporately, and prepares each for future administrative functions.
- Compassion and empathy for all members of the school community and visible demonstration of the Catholic and Xaverian charism.
- Bases decision making on good processes and clear ownership of responsibilities with authority.

- Just, fair, respectful, and respected, the Principal must deal effectively with students and faculty and project the ethos of the school into the larger community.

In this robust and respectful community in which hard work, character, and performance are valued, the Principal should see the joy and love that abides among Good Counsel's students, faculty, and families and celebrate that spirit with good humor, wise counsel, and boundless energy.

TO APPLY

Candidates should submit electronically in one e-mail and as separate documents the following materials to Tim McIntire and Sherry Coleman:

- A cover letter expressing interest in the Our Lady of Good Counsel High School position;
- A current résumé;
- A statement of educational leadership philosophy and practice;
- A list of five references with name, relationship, phone number, and email address – references are not contacted without candidate knowledge and approval.

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