



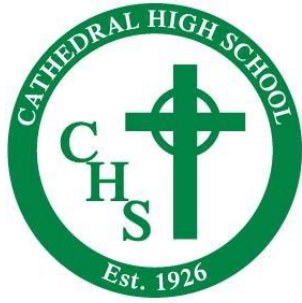
CATHEDRAL HIGH SCHOOL
Boston, Massachusetts

PRINCIPAL

Start Date: July 2023
cathedralhighschool.net



**Carney
Sandoe**
& ASSOCIATES



CATHEDRAL

7-12 HIGH SCHOOL • BOSTON

Mission

Cathedral High School is a Catholic, urban and coeducational college preparatory school committed to excellence and social justice. Within an environment that encourages our scholars to reach their full potential, Cathedral students are expected to make lasting and powerful impacts in their local, national and global communities. Our mission, since our establishment in 1926, is to deliver a rigorous and holistic education that is available for all families, regardless of ability to pay. Rooted in Gospel values that include compassion, respect and service, we embrace the rich diversity of our community and foster a culture of inclusion, opportunity, acceptance and empowerment.

OVERVIEW

Founded in 1926, Cathedral High School is an urban, multicultural, Catholic, college preparatory school serving grades seven through twelve. Located in Boston's historic South End, Cathedral is the only co-ed Catholic high school in Boston and remains rooted in its founding mission of educating immigrants, first-generation Americans and inner-city youth.

Since 2004, Cathedral has been guided by a Board of Trustees. Among them are business and educational leaders from across Boston. Board members have engaged support from their colleagues and Boston's academic institutions, which has led to Cathedral's impressive trajectory. Partners including Fidelity Investments, Wilmer Hale, PWC, Northeastern University and Tufts University School of Medicine provide Cathedral students with opportunities to learn from seasoned professionals and explore potential careers. Cathedral also collaborates with businesses in a variety of local industries to offer students paid internships during the summer.

Cathedral High School seeks an innovative Principal to lead academic growth and student formation.

At a Glance

Founded: 1926

Total students: 356

Students of color: 97%

Total faculty and staff: 48

Faculty of color: 17

Student to teacher ratio: 11 to 1

Financial aid budget: \$5.6 million

Students receiving aid: 100%



THE SCHOOL

Cathedral currently enrolls 325 students representing a diverse population of scholars from a variety of cultural backgrounds and socio-economic realities. Beyond Cathedral's outstanding academic reputation, Cathedral's dedication to mission and commitment to our students creates a family like atmosphere. By providing a diverse multicultural experience, small class sizes and countless clubs and athletic opportunities for our students to become engaged and immersed in life on campus, Cathedral becomes their home away from home, and a sanctuary that fosters growth. Cathedral students matriculate from public, charter and Catholic schools and their parents are playing active roles in our scholar's personal growth and character. By providing an educational experience based in Gospel values, instilling social justice values of inclusion and diversity are a seamless part of our curriculum and daily life on campus. Cathedral High School continues to ensure our scholars, faculty, staff and parents experience a safe and caring community. Cathedral's robust scholarship program ensures our economically diverse families can invest in the future of their children without financial roadblocks.

The Board of Trustees' investment in Cathedral recently included an \$8 million campaign to construct a 15,000 square foot Applied Learning Center which opened at the start of the 2018-2019 academic year. The Center allows Cathedral students to explore STEAM based learning in a dynamic and dedicated environment. Housed in a repurposed convent, expanding upon the existing school, the new center includes a design-based learning makerspace lab, an area dedicated to arts and cultural activities and many collaborative learning spaces to meet the demands of the growing enrollment.



The School President, Dan Carmody, working in collaboration with the Board of Trustees, is focused on building strong programs of student engagement, ensuring that our students are life, leadership and college ready, and is aggressively fundraising to ensure Cathedral's mission and model of financial aid exists in perpetuity for the next 100 years.

ACADEMICS

Cathedral provides a six-year college preparatory course of study based on established core curricular disciplines. Students are engaged by an active faculty in a rigorous academic program that challenges them to excel. Each student is required to study mathematics, history, social sciences, English, science, and theology for six years. Students also choose electives for a five-year term and College Readiness requires four years. A minimum of two years is mandated for foreign language studies.

STEAM-based learning is central to Cathedral's program of study. The goal of STEAM-based education is to incorporate applied learning principles through creation, design and innovation.

Cathedral's college preparatory program includes Advanced Placement (AP) classes, early college classes, a full array of electives and student internship programs. Scholars participate in career-exploration classes such as the Med-Science partnership with Tufts University School of Medicine, business and finance classes in partnership with Fidelity Investments, or marketing and law classes through additional community partnerships.



College Ready

Through a rigorous academic program, and an instilled mindset of academic achievement, Cathedral students have multiple college options, to choose from and they are well prepared for success upon arrival at whatever destination they choose.

Leadership Ready

Recognizing that leadership is essential in all walks of life, strong, Cathedral emphasizes the importance of leadership development in all students - opening doors and opportunities for them to shine and deliver a strong impact on their community and throughout society.

Life Ready

A combination of real-world skill-building, mentorship, financial awareness and education, and an emphasis on the power of relationships, prepares our students to succeed through the challenges, demands and opportunities of post-secondary education.

Spiritual Life: Leadership & Service

The school's tag line of "Teaching Values. Building Leaders" is more than a platitude. Catholic and Gospel values are integrated throughout the Cathedral education. In addition to six years of required theology classes, each student will have the opportunity to participate and engage in community service and social justice projects. A new emphasis on Campus Ministry, faith formation and retreat programs are expected to have a transformational impact on Cathedral scholars.

College Acceptances

For nearly 20 consecutive years, 100% of Cathedral High School graduates have received acceptance and matriculated to institutions of higher education. Students from the classes of 2018 – 2022 were accepted to the following institutions, among others:

American University
Assumption College
Boston College
Bowling Green State University
Columbia College Chicago
Franklin Pierce University
George Mason University
Georgia State University
Gordon College
Goucher College
Hofstra University
Keene State College
Laboure College
Loyola University Maryland
Mount Holyoke College
Northeastern University
Pace University
Pennsylvania State University
Sacred Heart University
Saint Joseph's University
Simmons College
St. John's University, Queens
Stetson University
Stonehill College
Temple University
University of the Incarnate Word
University of Maine
University of Massachusetts, Amherst,
Boston, Dartmouth, Lowell
University of New Hampshire
University of New Haven
Utica College
Wellesley College
Wentworth Institute of Technology
Western New England University
Westfield State University
Worcester State University



ATHLETICS AND STUDENT LIFE

After the last bell rings at Cathedral, the energy on campus kicks into high gear as students transition to our multifaceted extracurricular program, embracing the athletics, academics and other interests that fuel their passion to learn. As members of the Massachusetts Interscholastic Athletic Association (MIAA) and the Catholic Central League (CCL), Cathedral's teams compete in local sports leagues and tournaments. Students can participate in a range of varsity and JV athletics including basketball, volleyball, cross country, track and field, soccer, baseball, softball, cheerleading and football. The Cathedral High School Athletics Hall of Fame was established in 2011 to honor those who excelled in athletics, both during and after their years at CHS.

Cathedral offers students ample opportunity to explore new interests in a variety of after-school clubs. These activities include music, dance, Mock Trial (sponsored by the Massachusetts Bar Association), the Art Club, the National Honor Society and the Benjamin Project (a program unique to Cathedral that walks students through their own financial journey and relationship with money).

PHILANTHROPY

Cathedral relies on substantial fundraising to sustain their unique and generous model of financial aid. In partnership with the Adopt-A-Student Foundation, a donor-funded financial aid program, Cathedral makes an excellent education available to students of all socio-economic backgrounds. Most students receive need-based financial aid, and Cathedral awards approximately 5.6 million annually. Although the cost to educate one scholar is approximately \$20,000 annually, each student is granted a minimum of \$13,000 in scholarship funds, and most families receive as much as \$18,500 making a Cathedral education accessible and affordable.



SOUTH END BOSTON

Cathedral's unique character and stature as an urban school provides an alternative model for Catholic education and is intrinsically linked to its location in Boston's South End.

Since the 1880s, the South End has been characterized by its diversity, with substantial waves of immigrants from Ireland, Lebanon, Syria, Italy and Greece settling in this neighborhood. From 1875 to the early 20th century, the South End served an immigrant Jewish community.

Later, during the 1940's, the South End became home to a vibrant African American community. Puerto Ricans followed, establishing a foothold in the community. In the 60's and 70's, the South End became the destination for a large influx of Chinese immigrants. In the last 20 years, the community has been energized with new construction and renovation and is now considered one of the more vibrant and affluent communities in Boston.

Cathedral High School has served multiple generations of diverse ethnic immigrants, and the school's longevity reflects an ability to adapt to the unique demands of vastly divergent student populations. Cathedral has withstood the test of time because of our unwavering commitment to our mission that positions the school as a bridge that can break the cycle of poverty by providing scholars the education necessary to become financially successful contributors to their local and global community.

THE OPPORTUNITY

Cathedral High School seeks a dynamic and accomplished instructional and organizational leader for the position of Principal. The Principal will oversee the ongoing development and implementation of an innovative approach to education. This includes all aspects of curriculum, instruction and assessment while leading a team of 30 faculty members who are sincerely committed to providing a transformative, high-quality, academically rigorous, culturally responsive, mission-driven, educational experience for Cathedral's diverse student body.



The Principal directly reports to Cathedral's President, Dan Carmody. The Principal, along with the Director of Admissions, Director of Advancement, Director of Communications and Marketing, Director of School and Community Engagement, Director of Curriculum and Instruction, Director of School Counseling, Athletic Director and CFO, serve on the administrative leadership team. The Principal is responsible for operational management of the school, and will heavily influence strategy around enrollment and curriculum development. The new Principal will partner with Dan Carmody to usher in the next chapter of the school's success, establishing Cathedral High School as a beacon of excellence in Catholic education.

THE CANDIDATE

The new Principal will promote and foster a strong culture of inclusion, engagement and achievement. The Principal will shape, map and monitor the curriculum to ensure continued academic excellence. They will lead all aspects of the school's day-to-day operations; ensuring operational excellence and will make strategic recommendations to advance the school. The Principal will serve as the school's lead instructor: motivating, developing and inspiring faculty and staff members to produce strong academic outcomes. The Principal will understand and promote that social emotional learning is at the core of a Cathedral education.

The ideal candidate brings exceptionally strong management skills and will promote a Catholic School faith-based community within the philosophy of Catholic education. They will present a proven ability to understand and motivate inner-city students to fulfill their potential. In addition, the candidate will show an ability to connect with, and reconcile the needs of various constituencies including parents, faculty, staff and students. They will ensure a consistent sense of firm, yet patient discipline for students and focus on creating a culture of inclusion, engagement, high academic expectations and performance. Additionally, the ideal candidate will champion a strong sense of community within the school and the community at large, connecting and engaging meaningfully with parents by designing innovative platforms that involve them in the education of their children. A leader who is driven, demonstrates high moral standards, understands that culture drives community, is compassionate and who displays high levels of cultural competency will find Cathedral an optimal place to thrive.



QUALIFICATIONS AND CHARACTERISTICS

- Practicing Catholic with a demonstrated commitment to living his/her faith
- Academic leadership and expertise to establish and balance priorities designed to achieve institutional goals
- Experience producing favorable academic outcomes, ideally having raised the academic performance of students in an inner-city educational setting
- Current or prior classroom experience as a full-time teacher
- Experience working with inner-city youth and a clear desire to transform young lives
- Demonstrated operational leadership success including financial management and reporting, human resources management and systems for accountability
- Proven ability to hire, supervise, evaluate, coach, and nurture emerging talent
- Experience with the implementation of evaluation measures and presentation of results with effective recommendations to faculty, staff, and school leaders
- Ability to champion high-performing staff and students while simultaneously inspiring excellence
- Experience linking resources to mission and student-learning results
- Confident and clear communication style that generates spirit, enthusiasm and integrity, while embracing, articulating and celebrating Cathedral High School's mission and success
- Master's degree required
- Familiarity with policies relative to Catholic education put forth by the Office of Secretary of Education/ Superintendent of Schools of the Archdiocese of Boston and/or by the Roman Catholic Archbishop of Boston



TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Beth Dietz

Search Consultant

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Brandon Jacobs

Search Consultant

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