

INTERIM PRESIDENT SEARCH

IMMACULATE HIGH SCHOOL

Danbury, Connecticut

immaculatehs.org

Start Date: July 2023



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM



Mission Statement

In the Roman Catholic tradition, Immaculate High School fosters the development of the whole student by nurturing individual spiritual, moral, intellectual, physical and social growth through an academically rigorous college preparatory curriculum that encourages respect, responsibility, reverence, creativity and leadership.

At a Glance



Established
1962



Enrollment
383



Towns represented
30



Student-teacher ratio
11:1



Students of color
35%



Total faculty
40



Faculty with advanced degrees
73%



Campus size
15 acres

Average class size: 16
Financial aid awarded: \$450,000
Students receiving aid: 40%
Endowment: \$4M
Annual operating budget: \$7.27M

AP courses: 19 + virtual options
Students enrolled in AP courses: 140
Honors courses: 45
Clubs and activities: 30+
Annual community service hours: 23,000+
Varsity sports: 25



Overview

Immaculate High School—the top Catholic, coeducational, day school in Connecticut—seeks an Interim President for the 2023-2024 school year as the Board of Directors engages in a national search for a permanent President for this vibrant, dynamic school. Immaculate, which relies on a President/Principal leadership model, is fortunate to have a strong Principal in place. Located on a 15-acre campus in Danbury, Immaculate High School enrolls approximately 385 students from 30 towns in Western Connecticut and neighboring Westchester County, New York. At Immaculate, each student matters, each is known by name, and a talented and dedicated faculty and staff encourages these young people to take advantage of the abundant opportunities for growth in order to pursue their dreams and make a positive difference in the world.

Animated by the dreams of local pastors for a Catholic high school in Danbury and with the support of the Diocese of Bridgeport—area churches asked parishioners to donate \$100 per family to support the fledgling school—Immaculate High School opened its doors in 1962. Now 60 years on, Immaculate students engage in an educational experience that has increased in its breadth and depth to include a range of opportunities in science, technology, engineering, and math and continues to honor the broader community and the core tenets of a Catholic education through vigorous service work. Immaculate High School is determined to extend and deepen the excellence of a program that is already well-known for the caliber of its teachers; the rigor and creativity of its offerings; the academic, athletic, arts, and service achievements of its students; and the loyalty and generosity of its alumni and extended communities.



Opportunities and Challenges

Immaculate High School, which is at an important moment in its development, is seeking a permanent leader who can assemble the building blocks to help secure Immaculate's foundation as the premier Catholic preparatory school in Western Connecticut. The opportunities on which School leadership can capitalize include the Board of Directors becoming a mature fiduciary board with the sponsorship of the Diocese of Bridgeport, an ongoing \$4-million capital campaign, solidifying the enrollment base, and the celebration of 60 years of educating future leaders.

Immaculate High School seeks an Interim President for the 2023-2024 school year who has broad experience in an executive role, including financial management and institutional advancement; who will share the community's excitement about its past, present, and future; and who will prepare the School for new leadership in the 2024-2025 school year and beyond.

Specific Opportunities and Challenges include:

- Partnering with the Business Manager and the Board of Directors Finance Committee to secure the School's financial operations in the present and sustainability for the future
- Working closely with the Director of Admissions and the broader Immaculate community to meet enrollment goals by attracting and retaining mission-appropriate students and families
- Collaborating with a dedicated Board of Directors in its more independent role and with a talented Administrative Team in this President/Principal configuration
- Becoming the key administrative player in the ongoing Immaculate capital campaign, "Empowering Our Legacy Beyond Today"
- Recognizing, and capitalizing on, the vitality and dynamism of the Immaculate community and continuing to build the School's positive culture



Qualifications and Personal Attributes

The following qualities and characteristics will be important for the Interim President at Immaculate High School:

- A practicing Catholic who possesses an active and integrated faith life
- A highly relational leader with strong emotional intelligence, particularly as a team-builder, relationship-builder, and community-builder
- Demonstrable executive experience in a dynamic setting with many constituents
- Experience in executive supervision of the finances of a similarly sized organization
- Experience in organizational advancement and development, with the skill to draw a community together in support of institutional goals
- Strong oral and written communication skills, including the capacity to tell the Immaculate High School story both internally and externally
- Enthusiasm for the critical work of Catholic schools at a challenging time

Learn More

Click on the links below to learn more about Immaculate High School.

[School Website](#)

[Virtual Campus Tour](#)

[School History](#)

[School Profile](#)

[Philosophy and Traditions](#)

[About Danbury, Connecticut](#)



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 completed Candidate Questionnaire (to be provided by consultants).

Peter Barrett

Senior Consultant
peter.barrett@carneysandoe.com

Mark Davis

Senior Consultant
mark.davis@carneysandoe.com

Barbara Daush

Senior Consultant and Catholic Schools
Practice Leader
barbara.daush@carneysandoe.com