

PRESIDENT SEARCH

IMMACULATE HIGH SCHOOL

Danbury, Connecticut

immaculatehs.org

Start Date: July 2024



**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 a President effective July 2024 for this vibrant, dynamic independent school. Immaculate, which relies on a President/Principal leadership model, will have its Principal serve as Acting President for the 2023-2024 school year, working in close collaboration with the Board of Directors, the Administrative Team, and the broader school community. 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 an accomplished 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 remains guided by its strong and vibrant Catholic mission and identity, as overseen by the Bishop. An independent Board of Directors oversees Immaculate’s educational mandate and all other aspects of the school. Its students engage in an 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.

Members of the Immaculate community express a deep affection for and commitment to the school. They speak of a devoted faculty and staff; a warm, welcoming, and close-knit community; a high level of individual attention (reflected in the tagline, “Your dreams. Our mission.”); and a strong Catholic identity that provides the school’s backbone. At this important moment in the Immaculate history, the Board of Directors seeks an exceptional Catholic leader to secure those strengths and to leverage them in exciting ways that honor its past and promise a bright future.



Opportunities and Challenges

Immaculate High School, which is at an important moment in its development, is seeking a leader who can assemble the building blocks to help secure Immaculate's foundation as the premier, independent, Catholic preparatory school in Western Connecticut. The opportunities on which Immaculate leadership can capitalize include the momentum of a recent capital campaign, sustained efforts to solidify the enrollment base, and the celebration of 60 years of educating dynamic and passionate future leaders in a warm and welcoming community shaped by its Catholic identity.

Immaculate is currently completing work on a new turf field and track and field complex in its Mustang Valley, fully funded by the capital campaign. The next President will need to continue this rigorous attention to physical plant health and vitality, along with promoting financial sustainability in support of academic excellence and a balanced program enriched by the arts and athletics that fosters the well-being of young people.

Immaculate High School seeks a President who has broad experience in an executive role, including financial management and institutional advancement, and who will share the community's excitement about its past, present, and future.

Specific Opportunities and Challenges include:

- Collaborating with the dedicated Board of Directors to establish and execute a visionary strategic plan
- Partnering with the Business Manager and the Board of Directors Finance Committee to secure Immaculate's financial operations in the present and sustainability for the future
- Collaborating with the Board of Directors in its more independent role and with a talented Administrative Team in this President/Principal configuration



- 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
- Animating other external operations, including advancement, alumni relations, communication, and marketing, in addition to admission and enrollment
- Recognizing, and capitalizing on, the vitality and dynamism of the Immaculate community and continuing to build Immaculate's positive culture

Qualifications and Personal Attributes

The following qualities and characteristics will be important for the 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)
- 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:

Peter Barrett

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