Notre Dame de la Baie Academy
Green Bay, Wisconsin
President
Start Date: July 2020
WWW.NotreDameAcademy.com
Mission

Notre Dame de la Baie Academy, as an educational ministry of the Roman Catholic Church, educates the whole person by developing each student’s Christian faith, commitment to service, and full academic potential within a caring Church community.

Fast Facts

- 25.8: NDA’s Class of 2019 ACT Composite Score
- 100%: Class of 2019 graduation rate
- 98%: Class of 2019 graduates attending post-secondary education
- 35: State championships since 1990
- 24,406: Proud alumni
- $13.4 million: Scholarships offered to the Class of 2019

Overview

Established in 1990 with the consolidation of three Catholic high schools, two of whom were founded more than 120 years ago, Notre Dame de la Baie Academy enjoys strong enrollment, deep and extensive alumni ties in the Green Bay community, high academic standards, and a welcoming, faith-based program that fosters the spiritual, emotional, and intellectual growth of each child. Infused with the charisms of the Norbertines and the Sisters of St. Joseph of Carondelet, the school instills values of faith, respect, responsibility, service, and trustworthiness.

An independent Catholic institution, Notre Dame Academy (NDA) enjoys the support of the Diocese of Green Bay and a close relationship with St. Norbert College, including the presence of three Norbertines on campus as teachers and spiritual advisors. The school is proud of its increasing economic and ethnic diversity and is committed to the Norbertine charism of openness to all.

The school operates in the President/Principal Model and seeks a dynamic and visionary new President to collaborate with the Board of Trustees and Principal Patrick Browne to ensure the continued strength and vitality of the school.
SCHOOL HISTORY

NDA was established around a rich history of Catholic education in the greater Green Bay Area, the Sisters of St. Joseph of Carondelet, and the Norbertine Order. The school was founded in 1990 when St. Joseph Academy, Abbot Pennings High School, and Our Lady of Premontre High School consolidated. St. Joseph Academy was an all-girls school founded in 1896, Abbot Pennings was an all-boys school founded in 1898 as St. Norbert High School, and Our Lady of Premontre was an all-boys school founded in 1941 as Central Catholic High School.

THE SCHOOL

Notre Dame Academy is a co-ed, college-preparatory International Baccalaureate (IB) high school. The school is Roman Catholic and is run by the Norbertine community. Out of the 794 students enrolled at NDA, 24% of students identify with an ethnicity other than Caucasian, and 83% of students are Catholic. At NDA there is a strong focus on community in which all contribute to the good of the whole.

NDA has 85 full time employees, including 52 faculty members, and one Norbertine priest. All faculty hold bachelor’s degrees, and 30 hold advanced degrees including one with a doctorate degree. Several are currently working toward advanced degrees.

The school is accredited by the North Central Association Commission on Accreditation and School Improvement (NCA CASI), an accreditation division of AdvancEd, and is a member of the National Catholic Education Association (NCEA).

Core Values

Faith
Compassion, Forgiveness, Love of the Lord

Respect
Politeness, Tolerance, Fairness

Responsibility
Accountability, Excellence, Self-Restraint

Service
Caring, Charity, Citizenship

Trustworthiness
Honesty, Integrity, Loyalty, Promise-Keeping
Academics

The academic curriculum at NDA is a comprehensive program of study in grades 9-12 that allows for intellectual growth within an atmosphere of freedom and responsibility. Quality educators, a clearly articulated course of study, and academic rigor are hallmarks of the NDA academic program. Preparation for post-secondary education is enhanced by a rigorous course of study. Students will be challenged in all classes, whether they are enrolled in regular, honors, college credit, or IB courses. NDA follows a BYOD (Bring Your Own Device) technology program.

Honors classes are offered in English, mathematics, science, physical education, and world languages. Students can take college credit classes through St. Norbert College. College classes include calculus I, calculus II, and English. Admission to these classes is dependent on placement exam results (ACT/PSAT for English) and previous high school grades. Final admission decisions are made by St. Norbert College.

The IB program is an optional two-year program of rigorous learning during a student’s junior and senior years. Classes are offered in six academic areas: Language,
Second Language, Mathematics, Science, Individuals and Society, and the Arts. Students take examinations at the end of each course. Many colleges and universities offer college credit for IB courses. Based on their scores and completion of IB requirements, students may receive an IB Diploma.

**Arts and Athletics**

Central to a Notre Dame Academy education, the school puts a premium on the development of the whole person and offers programming in the fine and performing arts. Students can choose from a broad array of offerings that include painting, drawing and design, 3D-art, photography, choir, band, ensembles, orchestra, and more.

Notre Dame Academy's mission is to develop the whole person. Along with faith, service, and academics, extracurriculars are important for NDA students to be a part of. Athletics create an exciting atmosphere at NDA and the school takes great pride in the successes of its student-athletes. Students not only learn how to develop athletically, but they learn qualities such as teamwork, dedication, and perseverance that they will use as they journey through life.

NDA belongs to the Fox River Classic Conference (FRCC) and offers a variety of varsity sports in which students can compete, including cross country, football, golf, soccer, tennis, volleyball, basketball, ice hockey, track and field, baseball, lacrosse, and softball. Exciting conference and state-wide rivalries have developed over the years and the school community enjoys the challenge of competing against these schools each year. Also offered in a club capacity are dance, figure skating, and lacrosse.
 STUDENT LIFE

NDA offers a diverse selection of more than 40 clubs and activities designed to encourage students’ social, intellectual, physical, and spiritual development. The Campus Ministry department helps to provide students a place they feel welcomed and encouraged to openly discuss their faith. Retreats and mission trips help build a Christian community that provides each student an appropriate challenge toward personal spiritual growth.

Giving back to the community through service is an important part of life at NDA. In 2018-19, students collectively completed 17,054.25 hours of service in five areas of service: parish, hospital, school, community organizations, and social justice. Sophomores are required to complete at least 15 hours of social justice service as part of their Theology curriculum.

GREEN BAY, WISCONSIN

There’s more to Green Bay than football and cheese, but those are two big attractions in this lakeside community. Located on the southern part of Lake Michigan, Green Bay is blessed with an abundance of natural resources and is a major shipping center and industrial port. The University of Wisconsin–Green Bay and the Northeast Wisconsin Technical College are the area’s largest higher education institutions.

Most famously, Green Bay is home to the Green Bay Packers, the only fan-owned team in the NFL and one of the most storied franchises in all of professional sports. While Green Bay is the smallest city in the country to host a professional sports team, Lambeau Field is hallowed ground to most
sports fans. Speaking of ground, Green Bay also offers a variety of ways to enjoy the great Wisconsin landscape. Gardens, sanctuaries, and parks make up thousands of acres of natural spaces. Trails connect communities and encourage fun outdoor recreation. Whether it’s rugged terrain for biking, admiring forest plant species, or a stroll through some of the 47 acres at the Green Bay Botanical Garden, the city’s green spaces have a little something for everyone.

With continuous development in Green Bay and its surrounding communities, the area boasts a progressive atmosphere from industrial parks to shopping districts with classic malls, unique boutiques, and local artisans. The city is home to seven craft breweries and an emerging culinary scene with restaurants on par with some of the countries “foodies” cities. Farmers markets line the streets in the summer and fall months with products from local farms, and there is no shortage of festivals and celebrations to enjoy throughout the year, such as ArtStreet, an art festival featuring studio displays, demonstrations, and live entertainment. When it comes to museums, Green Bay hosts the Neville Public Museum, with exhibitions of art, history, and science, as well as a Children’s Museum. Plus, with Milwaukee less than two hours south and Madison roughly two and a half hours away, Green Bay is ideally situated to enjoy the cultural resources of Wisconsin’s other major cities.

As Wisconsin’s oldest settlement, it’s the hidden treasures that make Green Bay a special place. Residents who move away to another city, often return home for the quality of life, family-friendly values, and strong business community—not to mention the area’s contagious spirit and personality.
Opportunities and Challenges

Notre Dame Academy is an outstanding independent Catholic school with strong ties to the local community. Its Norbertine sponsorship raises its profile and distinguishes the school as a high performing, inclusive community with deep monastic values and ties to nearby St. Norbert College. This is an exciting time for the school, and there is a distinct sense of enthusiasm on campus about the promise of new leadership. A strategic planning committee has been appointed at the board level to begin a new long-range planning process in anticipation of the arrival of new leadership. The next leader will have an opportunity to complete the process and prepare the community for a bold new direction.

The board is eager to seize this timely opportunity and appoint an exceptional leader who will work with the board and leadership team in taking the school to the next level.

Clarify Roles and Responsibilities

As mentioned earlier in this document, the school operates in the President/Principal Leadership Model, which has emerged in recent years as the leadership structure of choice for the vast majority of Catholic secondary schools in the country. Recent turnover has resulted in some confusion of roles and responsibilities. The President will be expected to reinvigorate this shared leadership model and communicate the distinct and vital roles of the leadership triad: President, Principal, and Associate Principal. The President will clarify the scope of authority and responsibilities, focusing on institution building while supporting the Principal’s authority in running the day-to-day academic operations of the school.
Foster a Culture of Trust
As a result of leadership transitions and lack of role clarity mentioned above, the community requires stewardship and transparency to rebuild trust and confidence. By articulating institutional priorities and alignment between these priorities and the mission of the school, the President will have an opportunity to unite the community with a clearer sense of vision and direction.

Steward Strategic Planning
With strong enrollment and deep community ties, Notre Dame Academy is poised to evolve into a stronger institution. The President will clarify and execute plans to improve the physical plant, strengthen philanthropy, engage with the Green Bay community, and bolster the long-term financial health of the school.

**Desired Qualities and Qualifications**

The next President will need to be an entrepreneurial and generative leader with outstanding communications skills who can inspire the Notre Dame Academy community and create demand for the unique gifts of a high-profile Catholic education. Understanding the powerful core elements of the NDA value proposition and differentiating the school from competitive alternatives will be critical for the school going forward.

To qualify for this outstanding opportunity, a candidate will need to be a practicing Catholic and accomplished servant leader with proven leadership experience. The board recognizes that great leaders often grow in place and thereby welcomes candidates who are high performing “rising stars” or “emergent leaders” with exceptional leadership qualities who are ready to step up and take this outstanding school to the next level. The board also welcomes candidates from other Catholic or independent schools as well as accomplished executives from other mission-critical career venues such as higher education; non-profit foundations, associations, charities, and the like; or the corporate, civic, and professional services arenas.

While knowledge of education and school operations is desired, other qualities and experiences are also highly valued, especially visionary, entrepreneurial leadership and the ability to inspire and lead a high performing team. This is a wonderful opportunity for a faith-filled leader eager to build on the past while creating a bold new vision for the future.

In particular the next President should embody the following qualities:

- **Servant Leader** – With the mission of the school guiding decision making, the President will have the ability to take in many perspectives, clarify decisions, and communicate effectively the path forward in service of the students.
- **Articulate Ambassador** – The President will play a high-profile role in the Greater Green Bay community, joyfully raising the profile and value proposition of the school and telling the powerful Catholic and Norbertine story.
- **Community Member** – The President will fully embrace the Green Bay community, embodying the mission, representing the school in the community, and developing strong ties with local organizations.
- **Trust Builder** – With a strong ethical core, the President will be expected to communicate effectively, recognize the contributions of the many constituents who work on behalf of the school, and lead with a Norbertine spirit of reconciliation and transparency.
• Master’s degree preferred.
• Demonstrated experience in institutional leadership.
• Exceptional leadership and teamwork capabilities.
• Excellent social qualities, a sound character, and a firm and kind manner.
• A confident, collaborative leader with outstanding team building and people management skills.
• Excellent communication skills.
• A social conscience, clear moral compass, and impeccable integrity.
• Commitment to student success.
• A fundamentally relational leader who can work with, inspire, and engage all segments of the school community.

To Apply

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

• A thoughtful cover letter expressing interest and aligning one’s skills and experiences with the leadership needs of the school,
• A current résumé,
• A brief statement of educational or leadership philosophy and practice,
• A list of five professional references with name, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the permission of the candidate), to:

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