

EXECUTIVE DIRECTOR SEARCH

CLEAR WATER ACADEMY

Calgary, Alberta

clearwateracademy.com

Start Date: July 2026 or earlier



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

To educate and form Christian leaders who will transform society. We do this through the educational model called Integral Formation, which focuses on educating the whole person.

At a Glance



Established
1995



Total enrollment
500



Total faculty
80



Annual operating budget
\$11.2M



Financial aid awarded
\$600,000



Students receiving aid
10%



Endowment
\$130,000
(started in 2025)

Student/teacher ratio:

- Junior Kindergarten – 16:2
- Kindergarten – 15:1
- Grades 1-6 – 20:1

- Grades 7-9 – 22:1
- Grades 10-12 – 24:1
- One of the Top-Ranked Schools in Calgary



Overview

As a member of the Regnum Christi Education Network, Clear Water Academy provides the highest quality education through the Integral Formation® model. The school focuses on educating the whole child through intellectual, spiritual, human, and apostolic formation. The uplifting and joyful community of families, faculty and students strives for excellence through continued opportunities for growth and formation by embracing fully its motto “Semper Altius” or Always Higher.

Founded in 1995, Clear Water Academy is one of the few private Catholic schools in Alberta and serves approximately 500 students from Pre-Kindergarten to Grade 12. The school not only has a strong reputation as an outstanding academic institution, it is also known as a Christ-centered and joyful faith community. As the current Executive Director states, “We are a vibrant, authentic Catholic community dedicated to our faith as well as excellence in education and formation.”

After 20 years of exemplary service as the school’s Executive Director, Bill Tomiak has announced his decision to move into a new dimension of service at Clear Water Academy beginning in 2026. Therefore, the Board of Directors has launched a national and international search for a new school leader. Recognized as the leader of the school, the Executive Director oversees the fulfillment of the school’s mission, including all spiritual, formation, academic, athletic, administrative and business functions. The Executive Director is appointed by and accountable to the school’s Board of Directors of both the Clear Water Academy Foundation and the Clear Water Academy Property Foundation.

Clear Water Academy is a true beacon of life and hope as it strives to live its mission as a [Regnum Christi](#) School. The new Executive Director will inherit a financially sound school with a growing campus that is embarking on a \$15M expansion and renovation, a dedicated and talented leadership team, and a healthy enrollment management program. This is truly a once-in-a-lifetime leadership opportunity for a strong servant leader who desires to do God’s work.



The educational model of Integral Formation® is central to how Clear Water Academy fulfills its mission:

Intellectual Formation

Students of Clear Water Academy graduate with a wealth of knowledge ranked among the highest results in Alberta by [Fraser Institute](#). One hundred percent of alumni pursue post-secondary education with the confidence to think critically, study effectively, and a personal work ethic aimed at high academic standards.

Human Formation

The excellent teachers and faculty of Clear Water Academy support students to grow in virtue, confidence, and leadership skills. We encourage participation in various academics, fine arts, and athletics to discover their talents and offer opportunities for students to act with integrity and compassion towards their friends and teammates.

Spiritual Formation

Spiritual formation helps students develop their intimate relationship with Jesus Christ by holistically integrating prayer and reverence within the school curriculum and celebrations. Daily opportunities to participate in the Catholic faith through in-school activities and the Sacraments of Eucharist and Reconciliation encourage children to develop a personal relationship with Jesus and to discover their unique mission.

Apostolic Formation

Out of the abundance of the other three aspects of Integral Formation, students develop the understanding of the importance of generously serving the community around them. Through concrete works of charity, we seek to emulate the Apostles by caring for the emotional, physical, and spiritual needs of others. Apostolic formation calls students to action as they live out their responsibility as Christian leaders.

Opportunities and Challenges

The current Executive Director has grown the school community and established Clear Water Academy as a top tier academic institution in Calgary. The school's next Executive Director will have the opportunity to build on that legacy and continue to explore ways to expand on opportunities for the students.

The next Executive Director will have the opportunity to:

- Hire and mentor the highest quality educational leaders and be focused at supporting the growth of faculty within our community.



- Foster a vibrant community by welcoming families who share the school's mission and are committed to nurturing their children's and family's faith formation.
- Inspire continuous learning and improvement, and secure the resources needed through impactful fundraising.

Qualities and Personal Attributes

The new Executive Director will be a transformational Catholic leader who can safeguard the heart of the mission while boldly leading the school to new levels of excellence and vitality. In order to be successful, the new Executive Director will need to possess:

1. Mission-Driven Catholic Leadership
 - Deeply committed to the Catholic faith and fully aligned with the spirituality of Regnum Christi.
 - Able to articulate and embody the mission of forming Christian leaders through a personal relationship with Christ.
 - Demonstrates a strong moral compass, virtue, and witness to Gospel values.
 - Understands the role of integral formation—academic, spiritual, apostolic, and human.
2. Strategic and Visionary Thinking
 - Capable of casting vision for the future—academically, culturally, and spiritually—and inspiring others to follow.
 - Brings strategic planning experience: setting measurable goals, assessing outcomes, and leading organizational growth.
 - Understands how to balance stability with innovation, preserving the school's strengths while driving continuous improvement.
3. Academic Leadership and Commitment to Excellence
 - Strong advocate for academic excellence rooted in Catholic intellectual tradition.
 - Able to lead and support curriculum development, instructional improvement, and professional development for faculty.
 - Knowledgeable about 21st-century learning, technology integration, and how to maintain high academic standards while preserving faith-based education.



4. Culture Building and Stewardship of Community

- Recognizes that school culture shapes formation and is intentional about creating a culture of joy, virtue, respect, and belonging.
- Skilled in building unity among faculty, staff, parents, and students.
- Understands the importance of Catholic identity, traditions, liturgy, and service in shaping the overall school environment.

5. Operational, Financial, and Enrollment Management

- Brings strong business acumen: financial management, fundraising, budgeting, and resource allocation.
- Understands how to grow and sustain enrollment through marketing, admissions strategy, and parent engagement.
- Has the leadership maturity to navigate challenges, parent concerns, and changing demographics.

6. Relational, Pastoral, and Communication Skills

- Exceptional relationship-builder: approachable, empathetic, and pastorally sensitive to the needs of all stakeholders.
- Strong communication skills: able to relate with diverse audiences—teachers, parents, donors, Church leaders—clearly, persuasively, and faithfully.
- A servant-leader who leads with humility but is not afraid to make difficult decisions when necessary.

7. Commitment to Formation of Others

- Sees the formation of faculty, staff, and parents as key to the school's success—not just the formation of students.
- Able to provide or facilitate spiritual formation, leadership development, and professional growth for all adults in the school community.

Additionally, candidates should have the following qualifications:

- Master's degree in education, administration, or a related field
- Significant leadership experience, preferably in Catholic education

Learn More

Click on the links below to learn more about Clear Water Academy.

[School Website](#)

[About Clear Water Academy](#)

[Integral Formation](#)

[About Calgary, Alberta](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates are encouraged to submit the following materials as separate PDF documents as soon as possible:

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

Karen Neitzel. Ed.D.

Senior Consultant

karen.neitzel@carneysandoe.com

Barbara Daush

Senior Consultant and Catholic Schools Practice Leader

barbara.daush@carneysandoe.com