



Cardinal Gibbons High School
Head of School Search Committee
August 2019 Update

August 8, 2019

Mr. Bob Regan and Mrs. Barbara Daush, Senior Consultants with the search firm of Carney, Sandoe & Associates (<https://www.carneysandoe.com/leadershipsearch/catholic-schoolspractice>) have been working diligently over the summer to identify candidates for the Cardinal Gibbons High School Head of School position. At present, they are sourcing a large candidate pool, and they expect the candidate pool to grow as school professionals return from their summer vacations to focus on the year ahead. Not only are the recruiters pleased with the number of candidates at this point in the process, they are particularly excited about the diversity of the candidates who have expressed an interest in the position.

The current plan is for Mr. Regan and Ms. Daush to present the dossiers for 16 to 20 candidates to the Search Committee for in-depth review and consideration in late September. The Search Committee will be tasked with reviewing the credentials for each candidate in detail and select approximately 6 to 10 candidates to be interviewed. Once selected, the Search Committee will conduct a one-hour interview with each of these candidates via electronic media. In the month of October, the Search Committee will complete the semifinalist interviews and will select 3 or 4 finalists who will be invited to visit the campus in early November. The selection of the next Head of School for Cardinal Gibbons is expected to be completed by mid-December.

A survey was sent out in June to members of the Cardinal Gibbons Community to assist Carney, Sandoe & Associates in creating a pool of outstanding candidates who will serve as our next Head of School. We received an outstanding response to the survey with over 750 participants. The overall feedback indicates that community members have an extremely positive relationship with the school.

Of particular interest to the Search Committee at this point in the search are the responses to the question, "Which three professional experiences and qualities do you believe are MOST IMPORTANT for the next Head of School?" The top 5 survey responses, in order of importance as determined by the respondents, are as follows:

- Poise, presence, and outstanding communications skills
- Significant knowledge of teaching, learning, school operations
- Leadership/management experience in independent schools, Catholic or non-Catholic
- Evidence of successful community building leadership
- Leadership/management experience in Catholic schools

When identifying potential candidates, the Search Committee is also interested in the responses to the question "Which three characteristics or qualities would be MOST IMPORTANT for the next Head of School to possess?" The top 5 survey responses, in order of importance as determined by the respondents, are as follows:

- Honest, trustworthy, transparent
- Engaging, inspiring, motivational
- Practicing Catholic
- Excellent communicator
- Energy, enthusiasm, passion for mission



Finally, we are grateful that names for over 25 potential candidates were submitted by the respondents as well. All of the named individuals will be considered in the search process.

Search Committee members include:

- Jim Baker
- Peter Charland (Chair)
- Lesley Coe
- Dr. Michael Fedewa
- Jeff Gredvig
- Annette Jay
- Steve Knier
- Fr. Scott McCue
- David Nerz
- Pat Phillips
- Tim Thronson
- Shannon Williams

The Cardinal Gibbons High School Board of Trustees