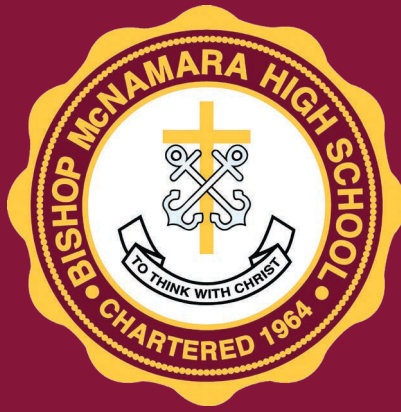




BISHOP McNAMARA HIGH SCHOOL
FORESTVILLE, MARYLAND
PRESIDENT
POSITION START DATE: JULY 1, 2020
WWW.BMHS.ORG



**Carney
Sandoe**
& ASSOCIATES



Mission

To educate hearts and minds in a dynamic, inclusive Catholic school community rooted in the Holy Cross tradition.

Vision

Empowered leaders, inspired by the Gospel, transforming the world.

OVERVIEW

Bishop McNamara High School is a Catholic, coeducational, college preparatory school located in Forestville, Maryland, just east of Washington, D.C. Serving 858 students, the School offers a rigorous liberal arts education and a wide range of co-curricular activities within a highly inclusive and diverse school community. A distinctly high performing Catholic and Holy Cross culture, the faculty challenge all students to grow intellectually, spiritually, and socially so they can achieve at the highest levels in school, college, and beyond. Rooted in the compelling Holy Cross tradition, the School integrates its faith message within all its activities by relating the Gospel to every academic content area, by partnering with families, and by engaging in ongoing service to the wider world.

Current President Dr. Marco Clark has been recruited by the Brothers of Holy Cross to assume a new leadership role at St. Edward's University in Texas and will be leaving the school in June 2020. An ambitious and promising capital campaign is nearing completion and will result in the construction of a magnificent new Science and Innovation Center (La Reine Science and Innovation Center) along with other campus enhancements. This is an exciting time in the history of this storied institution. The board seeks a bold and visionary leader who will build on the School's prominent and historic platform and take this extraordinary institution to the next level. The successful candidate will be a faith-filled and entrepreneurial leader with passion for mission and a desire to make a difference in the lives of young men and women of different faiths and ethnicity. Reporting to the Board of Directors, and operating within the President/Principal Leadership Structure, the President serves as the chief executive officer and is responsible for the overall vision, leadership, and management of the School. This is an exceptional opportunity to lead a prominent Catholic and Holy Cross secondary school in one of the most dynamic, competitive, and highest profile education markets in the country.

Fast Facts

Year established: 1964
Total enrollment: 858
Student/teacher ratio: 10:1
Average class size: 22
Total number of faculty: 89
Faculty with advanced degrees: 58%
Average faculty tenure: 9 years
Number of honors classes: 50
Percent of non-Catholic students: 70%
Percent of students receiving aid: 58%
Motto: "To Think with Christ"



SCHOOL HISTORY

In the late 1950s, Cardinal Patrick O'Boyle, Archbishop of Washington, D.C., asked the Bernardine Franciscan Sisters to administer and staff a high school for girls in the D.C. area. In response, the Sisters established La Reine High School in nearby Suitland, Maryland, in 1960. Two years later, Archbishop O'Boyle invited the Brothers of Holy Cross to run a new high school for boys. The Brothers of Holy Cross agreed and named the new institution after Bishop John M. McNamara, the Auxiliary Bishop and Vicar General of the Archdiocese of Washington, D.C., who by the time of his death in 1960 had ordained more priests than any other bishop still living in the United States.

Over the next three decades, the two schools operated independently. But in 1991, when La Reine High School announced its closing, Bishop McNamara High School agreed to become a co-educational school to accommodate La Reine students and future generations of Catholic girls. In 1992, the first women from La Reine High School entered the halls of Bishop McNamara. Ever since, the School has remained deeply committed to its co-educational mission.



THE SCHOOL

Serving 858 students and rooted in the Holy Cross tradition, Bishop McNamara High School provides a challenging, globally attuned curriculum in which students learn to reason independently and think creatively to achieve success. The School offers each student an individualized learning experience that more than meets the requirements for college admission and life beyond, while also engaging students in extracurricular programs and attending to their spiritual development. The academic program itself offers more than 170 unique college-preparatory, honors, and Advanced Placement (AP) courses set within a dynamic, inclusive Catholic school community.

As a result of its most recent strategic plan (2018-2023), the School has sharpened its focus on the theme of “Innovate. Transform. Thrive.” To this end, Bishop McNamara is committed to the integration of traditional education with progressive scholarship and instruction within a culture of academic excellence, creativity, and innovation. As a proactive leader in Catholic education, the School is also committed to achieving excellence and distinction in all areas and to strengthening the resources to achieve its strategic priorities.

In particular, Bishop McNamara has identified five essential indicators of success: fully embrace its Holy Cross, Catholic identity by integrating the mission and vision in all aspects of school life; create a culture of innovation throughout the institution; grow endowment to \$5 million; complete the La Reine Science and Innovation Center; and educate the whole person — body, mind, heart, and soul — and prepare students to thrive as balanced young adults, global citizens, and leaders with integrity, faith, and excellence.



College Placement

Bishop McNamara High School graduates attend some of the most competitive colleges and universities in the nation. In recent years, students have been accepted into the following institutions of higher education:

American University
Boston College
Brown University
Carnegie Mellon University
Columbia University
Cornell University
Dartmouth College
Duke University
Elon University
Emory University
Florida State University
Georgetown University
Howard University
James Madison University
Lehigh University
Lynchburg College
Marist College
Michigan State University
New York University
Northeastern University
Oberlin College
Pennsylvania State University
Princeton University
Rutgers University
Saint Joseph's University
Sarah Lawrence College
Skidmore College
Spellman College
Syracuse University
Texas A&M University
The George Washington University
United States Air Force Academy
University of Colorado, Boulder
University of Notre Dame
University of Pennsylvania
University of Virginia
Vanderbilt University
Williams College
Yale University

ACADEMICS

Bishop McNamara provides a liberal arts curriculum designed to prepare students exceptionally well for college and life beyond. Academic excellence here means that students think creatively and critically, ask thought-provoking questions, and solve problems concerning local, national, and international issues. Students are also taught to collaborate and communicate clearly using academic, technological, and personal skills in order to embrace the opportunities and challenges of an interconnected world.

The School offers AP courses in English language, English literature, calculus, statistics, computer programming, psychology, chemistry, biology, physics, French, Spanish, U.S. history, European history, music theory, Latin Vergil, Latin poetry, and modern and classical language literature. The School also offers a wide range of Honors courses in English, mathematics, science, modern and classical languages, technology, social studies, and fine arts. Additionally, students can enroll in online courses designed to complement the traditional high school curriculum.



In conjunction with its core academic program, Bishop McNamara High School offers the Middleton Scholars Program, which provides a select group of low-income students with challenging academics and a strong support community through guidance, mentorship, and generous financial aid. Another option, the St. Joseph Program, is designed to provide a positive educational and social experience for a select group of students with learning differences.

FINE ARTS

The Fine Arts Department offers one of the most extensive arts educations in the Washington, D.C., area. The programs are uniquely placed within both the academic and co-curricular life of the School, and the department is guided by practicing artists who all share a love, passion, and vocation to teach. Courses and performance opportunities include band, chorus, dance, orchestra, theater, speech, and visual arts.

The Fine Arts Diploma Endorsement (F.A.D.E.) Program, unique to Bishop McNamara High School, serves to refine the talents and skills of students with a strong interest in the arts. Throughout the three years enrolled in the program, students meet with artists of all backgrounds, experience performances and exhibits of all genres, and engage in in-depth learning from teachers and peers.



ATHLETICS

Athletics at Bishop McNamara are designed to support the School's mission to educate hearts and minds in a dynamic, inclusive Catholic school community. The school competes in the highly competitive Washington Catholic Association Athletic Conference at the Varsity and Junior Varsity levels in the sports listed below, and Freshman levels for football and boys basketball. Numerous athletes go on to play at the college level each year.

Sports include baseball, basketball, cheerleading, cross-country, dance, football, golf, indoor track and field, lacrosse, soccer, softball, swimming and diving, tennis, outdoor track and field, wrestling and volleyball. Eighty percent of the students are involved in one or more athletic team.

STUDENT LIFE

Bishop McNamara has more than 50 student-led clubs and organizations, ranging from honor societies, to technical teams, to special interest groups and service organizations. Through these clubs, students go on outdoor adventures, learn to fly, enjoy yoga, play chess, create films, or engage in creative writing. Among the student-run cultural organizations are the Anime Club, the Art Appreciation Club, the Black Culture Alliance, the Filipino & Asian-American Culture Enlightenment Club, Drama Nerds, and Social Activism Support.

Students can also join McNamara Emerging Leadership Training (MELT), a summer leadership-training program for rising juniors and seniors to aid in the formation of leaders who will serve the School and their communities.



SERVICE AND SPIRITUALITY

The Campus Ministry offers ongoing opportunities for students to engage in the spiritual life, individually or collectively. Along with offering school-wide Liturgies and other forms of prayer, the department runs a Retreat program for students; a Peer Ministry program that allows a small group of 12th graders to take a special class on faith, justice, communication, and leadership; the LIFT program that enables high school juniors and seniors the opportunity for positive peer mentorship; and a Teens in Action program that encourages students to engage in meaningful service at the local and national levels. All students are assigned a minimum number of service hours to complete each year.

CAMPUS

Bishop McNamara High School is located on a modern campus just southeast of Washington, D.C., and inside the Beltway. The School facilities include high-tech classrooms, a fine arts theater, a modern media and technology center, and a well-equipped athletic center.

The School is in the process of constructing the new La Reine Science and Innovation Center, which will be the centerpiece of the School's vision for the future. This planned state-of-the-art facility will enable Bishop McNamara to expand beyond traditional science offerings, build on highly successful programs already in existence, and create new spaces for exploration, creativity, and discovery. This cutting-edge space will house facilities that foster collaborative teaching and learning, a hands-on approach to the study of science and technology, and more.



FORESTVILLE, MARYLAND

Forestville is an unincorporated area in Prince George's County, Maryland, with a diverse population of 12,400. The community is primarily a mixture of garden apartments, single-family homes, and shopping centers built mostly from the 1930s through 1970s. Forestville is located adjacent to the Joint Base Andrews Air Force Base and serves as a commuter town for Washington, D.C., and the surrounding area.

One of the main attractions of the area is its proximity to the nation's capital and all that D.C. offers. Just around 12 miles away, Washington, D.C. is a city of access; it is easily navigated by locals and tourists alike because of its modern Metro subway system and quadrant-organization. Visitors of all types flock to D.C. to discover what the halls of the 17 free Smithsonian museums hold, to paddle on the Potomac and Anacostia rivers, or to relish in the extraordinary architecture of a city that was designed, in large part, to be aesthetically pleasing. Over the last several decades, D.C. has experienced a cultural renaissance that has reinvigorated tired communities like the U Street corridor and H Street with nationally renowned restaurants, innovative gastropubs, and a bounty of international flavors. The city has had an influx of locally-owned shops, funky marketplaces, and people-watching hot spots, ranging from the Union Marketplace (adjacent Union Station, D.C.'s train station) to pockets of bustling commercial activity in myriad communities such as Chinatown/Gallery Place, Adam's Morgan, and Georgetown.

No matter the duration of their visit, every visitor should make a point of seeing the beloved Lincoln Memorial and the Washington Monument, or catch a glimpse of The John F. Kennedy Center for the Performing Arts. Most visitors' itineraries also include stops at the Smithsonian National Air and Space Museum – which houses real rockets, the Wright Brothers' plane, and a moon rock – Arlington National Cemetery, and the United States Holocaust Memorial Museum. The latter two



are known for encouraging careful reflection, as well as facilitating meaningful dialogue between diverse constituents. Those who visit at the end of March and into April shouldn't miss the chance to go wandering along the Tidal Basin, which is home to thousands of pink cherry blossoms (gifted to D.C. from Tokyo).

One of the most moving war memorials is the Vietnam Veterans Memorial – or “the Wall,” as it's often called. Visits to the site are always heartbreaking but thought-provoking and powerful. Another iconic landmark is the Washington National Cathedral. Construction first began on this massive cathedral – the sixth largest in the world – in 1907, but it wasn't actually completed until 1990. Designed in the Gothic style, the Washington National Cathedral sits surrounded by gardens, creating a pleasant atmosphere for visitors. Episcopal in tradition, but inclusive in energy, The Cathedral offers spiritual sanctuary to all who visit.

Of course, if sports are your sanctuary, the DMV (the District, Maryland, Virginia, respectively) metropolitan area also has you covered. Their MLB team, the newest World Series-champion Nationals, their NBA team, The Wizards, and their NHL team, The Capitals, have sparkling, modern venues in the city, and the Washington Redskins (NFL) play a short distance north of Washington, D.C. in Maryland.

OPPORTUNITIES AND CHALLENGES

This is an exciting time for Bishop McNamara High School. The School is fully enrolled, and its financial condition is rock-solid. In addition, the Catholic and Holy Cross identity of the School is powerful and has produced a compelling and inclusive belief-centered ethos. The student experience



is quite exceptional and high performing while being distinctly welcoming and authentic. One cannot walk the corridors of this fine school without instantly feeling the warmth and pride of this wonderfully diverse community. The next President will be expected to celebrate and maintain this extraordinary culture and continue enriching the experience for all constituents.

The School is also two years into a promising five-year plan, and all key indicators are trending upward. The next President will have an opportunity to review the plan in the current market context and validate its core priorities while adapting to new challenges and opportunities.

It is also important to point out that Bishop McNamara is a young school, relatively speaking. As it approaches its 56th anniversary, there appears to be a kind of “coming of age” opportunity for new leadership in bringing a fresh perspective and building on the solid platform and brand. This could be a timely opportunity to review all areas of school operations and to institutionalize best practices in all facets of the student and faculty experience. This will require discipline and focus and a commitment to securing all necessary resources to make extraordinary outcomes possible. Fundraising will therefore need to become a top priority in the coming years, and the board is fully prepared to support the effort.

And finally, as the current capital campaign draws to an end, the BMHS community is tremendously excited about the promise of the new La Reine Science and Innovation Center which is scheduled for a 2021 completion. The next President will have an opportunity to preside over the development of this magnificent facility and to fulfill its promise by building out the programmatic elements and connecting the vision and strategy with the greater Prince George’s County community. This will represent a rare and exceptional opportunity to raise the profile and value proposition of the School, and to reinforce the School’s mission as a high performing, welcoming, and inclusive Holy Cross institution.

DESIRED QUALITIES AND QUALIFICATIONS

The next President will need to be an entrepreneurial and generative leader with outstanding communication skills who can partner with the board and other key constituents in executing the current plan and building a bold new vision for the future. An outstanding faculty and leadership team are in place and eager to welcome and support new leadership.

The ideal candidate will possess the following qualities and qualifications:

- A faith-filled practicing Catholic with vision and energy who will embrace and promote the School's powerful Holy Cross values and traditions while modeling those values in his/her daily leadership practice.
- A high-profile relational leader who will serve as the outward facing leader of the School, raising the profile of the School in the community and telling the powerful BMHS story.
- A commitment to diversity, equity, and inclusion.
- A fundamentally collaborative and servant leader who understands the inherent power and efficacy of the President/Principal Model and will partner with the board and principal in achieving leadership synergies and taking this extraordinary school to the next level.
- As mentioned above, as BMHS enters the next phase in its extraordinary history, fundraising will be a critical requirement. In addition to the new La Reine Science and Innovation Center and other campus enhancements embodied in the School's master plan, the board is committed to growing its endowment, raising faculty salaries, improving infrastructure and technology, and expanding the financial aid resources and capabilities. This will need to be a priority of the next President.

This is a time of great promise for the School. The board welcomes candidates from other Catholic or independent schools as well as accomplished professionals 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 preferred, other qualities and experiences are also valued, especially visionary, entrepreneurial leadership and the ability to inspire, lead a high performing team, and create demand for the unique gifts of a Bishop McNamara High School education. This is one of the finest Catholic school leadership opportunities in the country.

TO APPLY: APPLICATION DEADLINE JANUARY 10, 2020.

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 in this particular position;
- A current résumé;
- A one-page 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 or unless a serious mutual interest is established, and not without the candidate's permission) to:

Bob Regan

Senior Consultant

and Group Practice Leader, Catholic Schools Practice

bob.regan@carneysandoe.com