



SHRINE
CATHOLIC
Schools

Head of Schools

SEARCH PROSPECTUS



Shrine Catholic Schools

ROYAL OAK, MI

www.shrineschools.com

START DATE – JULY 2021



Mission Statement

Shrine Catholic Schools challenge our students to achieve excellence in academics, athletics, the arts, service to others, and leadership, all while giving glory to God the Father and exemplifying the mission of Jesus Christ through the guidance of the Holy Spirit.



About Shrine Catholic Schools

Shrine Catholic Schools are parochial, co-educational, Roman Catholic schools serving nearly 1,000 students in preschool through grade 12. The schools are located in Royal Oak, Michigan, a northern suburb of Detroit, and are affiliated with the National Shrine of the Little Flower Basilica.

The schools consist of Shrine Catholic Early Education Center and Grade School on one campus across the street from the Basilica. Shrine Catholic Academy (middle school) and Shrine Catholic High School are located on a 17-acre campus one-mile away and include a chapel, learning resource center, an academic and college counseling center, three science labs, a two-story visual arts lab, a large library, football and softball fields, two fitness centers, and a student center dining hall. A new field house and the new Sanders Auditorium are the results of recent renovations. Current technology is found throughout the schools.

Shrine Catholic Schools are committed to faith-based education, academic excellence, and a comprehensive experience that develops the character and potential of every student. The schools form a foundation of success through Catholic teachings, hands-on learning, technology, and college-preparatory curriculum. Opportunities to be a part of accomplished athletics, visual and performing arts, service projects, and extracurricular activities enrich the student experience and unite its families, creating a strong sense of community. Shrine's long-standing commitment to Gospel values, academic excellence, and social responsibility prepares students to lead lives with faith, compassion, and respect for all.

The school community is supported by a Unified School Board (USB) comprising parish members, parents, and leaders of local business and industry. As an advisory board, members share their skills and experience to help achieve the schools' marketing, financial, and operational goals by making recommendations to the school administrators and the President.

Shrine's 2018-2023 strategic plan established goals in four areas: Mission and Catholic Identity, Governance and Leadership, Academic Excellence, and Operational Vitality.

The school and parish communities are in the midst of its *"The Time is NOW"* capital campaign. This two-phased \$4.8 million campaign was recently launched to enhance its athletic complex, renovate instructional spaces on both campuses, and bolster endowed funds earmarked for tuition assistance.

Shrine Catholic Early Childhood Center and Grade School (PK – 6)

Shrine Catholic Grade School educates the whole child. Students grow in their faith by attending weekly Mass. Students in all grades participate in service-learning projects throughout the school year, which allows them to use their Catholic faith to support their local and global communities.

The school is nationally recognized as a Blue-Ribbon School of Excellence and employs highly qualified, dedicated, caring teachers who put a child's success first. Small class sizes allow teachers to differentiate their lessons and meet each child's learning level. There are support personnel to guide and instruct students for both remedial help and enrichment. A counselor also assists students as they are learning and growing. Care for developing the whole child continues both before and after school with extracurricular activities, including sports, clubs, and choir.

As the school community continues to grow, plans are being made to transition 6th-grade students to the Academy/High School campus in time for the start of the 2021-22 school year.

Shrine Catholic Academy (7 – 8)

Shrine Catholic Academy is committed to providing the highest quality Catholic education to middle school students throughout metropolitan Detroit. Designed to prepare 7th and 8th-grade students for the rigors of the college preparatory high school experience, Shrine Catholic Academy challenges each student to go beyond academic excellence, fostering their industry, integrity, and intellect in a Christ-centered middle school environment. Shrine Catholic Academy provides an atmosphere of learning and individual spiritual development with a keen eye on independence and personal responsibility.

Academy students can take advantage of a state-of-the-art high school facility, including science labs, computer labs, performing arts auditorium, and a library and media center, as well as the mentoring of many "big brothers and sisters."

Students pursue an academic curriculum based on six core subjects: English, Literature, Math, Religion, Science, and History. Honors level courses are available in English, Literature, and Math.



In addition to their core classes, students can select elective courses in physical education, art, drama, choir, band, foreign language (Spanish or Chinese), journalism, web design, and PLTW (engineering and design).

Additionally, a diverse list of extracurricular activities such as Student Council, Music Connection, Announcement Committee, Shrine Honor Society, Robotics, and Yearbook are available for students interested in supplementing their education.

FAST FACTS



Nearly
1,000
Students Enrolled
in PK-12



\$4.8M
The Time is NOW
Capital Campaign
in Progress



29
Diverse Towns and
Communities Where
Students Live

FAST FACTS



45

STEM Courses including Partnerships with Beaumont and Detroit Mercy



52

Zip Codes Represented by the Student Body



96

Mission-Driven Faculty and Staff

Shrine Catholic High School (9 – 12)

Shrine Catholic High School resides on a 17-acre campus, across from the renowned William Beaumont Hospital in Royal Oak, Michigan.

Approximately 250 students are enrolled in Shrine Catholic High School. A placement exam and transcript/report card review are required for admission as well as a student profile form from their previous school. Students arrive from diverse backgrounds, enrolling from 35-grade schools, and residing in 52 zip codes. Shrine is also home to a dynamic International student base with students from China, South Korea, Vietnam, and Guatemala.

Offering nearly 20 AP courses, high school students can also choose from over 40 STEM courses, including its partnerships with Beaumont Health Care System and Detroit Mercy.



Spirituality, Campus Ministry, and Community Service

Shrine Catholic Schools provide a faith-centered environment where Christ is integrated throughout everyday activities. Shrine students are taught to have a deep knowledge of their faith and a strong moral compass, which will help guide them throughout their lives. All grade school and academy students attend Mass every week. High school students attend Mass twice monthly in addition to an optional early morning weekly Mass.

Students participate in service-learning and community outreach projects throughout the school year, which allows them to use their Catholic faith to serve their local and global communities. Faith-based, grade-level retreats are part of the academy and high school curriculum.

Arts and Athletics

Shrine Catholic High School produces a play each fall and a musical each spring. Additionally, the school offers PEP Band and a Drumline, singing ensembles for males (Knightsmen) and females (Sweet Harmony), video production, art competitions, and technical support and stage crews.

The mission of the Shrine Catholic High School Athletic Department is to provide a holistic experience for athletes, which fosters and encourages an industrious work ethic, teamwork, goal



Arts and Athletics (CONTINUED)

setting, and a commitment to individual responsibility and individual growth. The goal of the program is to develop respectful young men and women who understand the importance of Catholic values, sportsmanship, teamwork, and leadership.

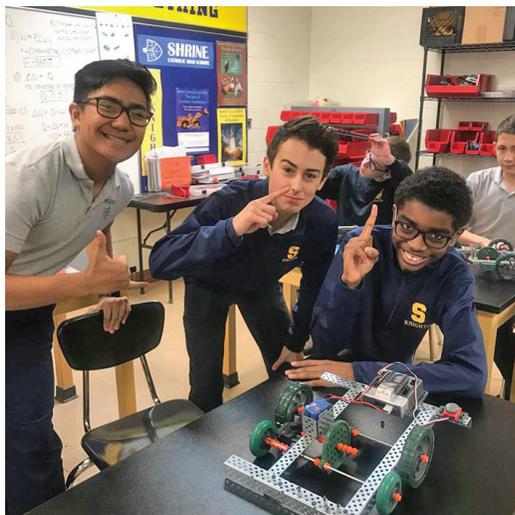
Shrine Catholic Grade School and Shrine Catholic Academy students can participate in CYO (Catholic Youth Organization) sports sponsored by the Archdiocese of Detroit. Sports include boys' and girls' basketball, cross country, soccer, swimming, tennis, and track. Boys' sports include baseball, football, and lacrosse. Girls' sports consist of softball and volleyball. In addition, boys and girls in kindergarten, first, and second grade can participate in flag football.

Shrine Catholic High School encourages student-athletes to participate in multiple sports and presents the Dirty Dozen Award to student-athletes who play a Shrine sport, at any level, for 12 consecutive seasons. This past year six student-athletes signed National Letters of Intent to play a sport at the collegiate level.

High school sports include boys' and girls' basketball, golf, cross-country, soccer, track and field. Boys' sports include football, hockey (co-op), lacrosse, wrestling, and baseball. Girls' sports consist of softball, volleyball, swimming and diving (co-op), skiing, tennis, and dance.

Clubs and Activities

Shrine Catholic High School offers 17 clubs and activities for students to continue their growth after the academic day is complete. Included are Student Leadership Executive Congress, National Honor Society, World Language Enrichment, World Language Club, Eucharistic Ministers, Music Ministry, Recycling Club, Pro-Life Club, Gamers Club, Hack Club, Vocation Club, Comic Club, Robotics, Mock Trial, Green Club, DECA, and Debate Team. 90% of the student body participates in an after-school club or activity.



FAST FACTS



100%

Seniors Accepted to
Colleges and Universities



27

Catholic League
Championships
Since 2008



1152

Average SAT Score
Class of 2020

FAST FACTS



24.4

Average ACT score
Class of 2020



\$7M

Merit Scholarships Awarded
Class of 2019



200+

Fine Arts and Writing Awards
Earned by Students
in the Last Five Years

The Position

The Office of the Head of Schools has as its primary purpose to provide leadership for Shrine Catholic Schools to achieve the fullest attainment of the school's unique mission. The Head of Schools is hired by the Unified School Board (USB) with the approval of the President and the Archdiocese of Detroit Office of Catholic Schools. The Head of Schools acts as the chief executive officer for the school, is accountable to the Unified School Board (USB), and works with the board to develop and implement goals and policies.

As overall leader, the Head of Schools bears ultimate responsibility for integrating faith and culture within the school and for successful academic and student programs. The Head of Schools is responsible for the schools' external affairs: ensuring sufficient resources, sound fiscal management, long-term financial stability, and plant improvements through direct oversight of business affairs, plant operations, and advancement programs. The Head of Schools acts as the primary liaison among the school community, the Unified School Board (USB), the Archdiocese of Detroit, the partner parishes and schools, and the broader community.

While the Head of Schools must have a demonstrated capacity for broad institutional leadership, prospective candidates could have attained this experience through various career paths, including secondary or higher education, non-profit management, or work in the corporate or public sector. The successful candidate will have demonstrated distinction in a wide variety of areas involved with successfully leading an educational, business, or other institutional community, specifically marketing, financial management, facilities management, and the ability to build and strengthen fundraising.

Opportunities and Challenges

Built upon its strong underlying foundation of tradition, pride, and excellence, Shrine Catholic Schools reputation for academics and athletics is a hallmark of its long-standing success. The dynamic leader selected to fill the inaugural role of Head of Schools will enjoy the opportunity to help shape this tradition-rich community's strategic vision and lead it into its exciting future.

Shrine Catholic Schools face similar challenges seen in Catholic schools and systems across the country. These challenges include competition from local public and charter schools; keeping tuition affordable, especially for middle-class families; attracting and retaining outstanding faculty and staff through competitive compensation; partnering with local parishes; balancing a strong academic tradition with the demand for innovative curricula and instructional practices; and the need to expand and enhance advancement efforts to meet the growing financial needs.

The successful candidate will demonstrate comfort and capacity in addressing these issues, specifically in mission-critical areas related to enrollment management, advancement, business, and





Opportunities and Challenges (CONTINUED)

finance initiatives. Therefore, the creation and implementation of robust Advancement, Enrollment Management, and Marketing Plans will be instrumental in positioning Shrine Catholic Schools as a viable and robust school community well into the future.

This transition will involve refining the administrative leadership team's roles and responsibilities, including the advancement, enrollment management, and marketing team members. Additionally, the President will work with Principals to lead a team of Shrine Catholic educators in implementing short-and-long-term plans for improvement and growth.

Desired Qualities and Characteristics

- Practicing Catholic in communion with the Church, who is a faith-filled and Christ-centered servant leader that embraces, models, and champions the traditions and values of Catholic education.
- Advanced degree in an education or business-related field with a full understanding of the challenges and opportunities facing Catholic education.
- Proven capacity in leading mission-critical functions of budget and financial management, institutional growth and development, and high-level fundraising and philanthropic efforts.
- Executive presence that inspires confidence, passion, and persistence amongst all constituents and stakeholders.
- Accomplished visionary able to lead while ensuring success for all students, based on high standards of excellence.
- Exceptional communication, interpersonal, and public speaking skills while serving as the schools' highly visible public face in building constructive relationships with all stakeholders that inspire crucial support in its marketing, enrollment management, and fundraising initiatives.
- Accessible and approachable leadership style, with demonstrated capacity to relate to all internal and external constituents while being extremely visible and interactive on campus and at school-sponsored events - locally and beyond.



MOTTO:

***Faith. Family.
Future.***



Desired Qualities and Characteristics (CONTINUED)

- Well-versed in creating the conditions for market leadership in a highly competitive college preparatory environment.
- Inspirational, humble, and authentic mentor who instills leadership in others.
- Must be able to establish immediate rapport and trust with learning, parent, alumni, and civic communities.
- Skilled at identifying, attracting, developing, and retaining high-quality and mission-driven professionals with a commitment and passion for delivering a transformational Catholic educational experience.
- Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.

About the Area

The city of Royal Oak, a suburb of Detroit, is conveniently located near several major thoroughfares. Royal Oak has maintained the appeal of a small town while affording many of the amenities of a large metropolis. Because of its respect for diversity, the population represents a diverse mix of individuals, age groups, incomes, and a myriad of residential home styles.

The renaissance of Royal Oak unveiled the city's charm that can be shared by pedestrians strolling along the downtown streetscapes that feature brick paving, street furniture, tree, and flower plantings. It can be felt among patrons of the theaters, upscale restaurants, coffeehouses, and distinctive shops.

A multitude of flora paints Royal Oak's landscape and explains why the city is often called the "City of Trees." Accounts by early Royal Oak residents describe the area covered with enormous oak, beech, maple, basswood, linden, elm, hickory, tulip, black and white ash, black walnut, and butternut trees. A visit to most residential neighborhoods will reveal large trees lining both sides of the street and meeting overhead, creating a thick, green canopy.



Application Procedure

To apply, please submit the following four documents, confidentially, and as separate PDF attachments.

- ✓ Cover letter that aligns your experiences and skillsets with the current needs of the schools as you understand them.
- ✓ Statement of Catholic educational leadership philosophy.
- ✓ Current resume with all appropriate dates included.
- ✓ List of five references to include names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.

Please include Shrine Catholic Schools in the subject field.



Assemble the above in one email to:

Michael Furey, Partner

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Partners in Mission School Leadership Search Solutions, LLC

124 Sycamore Drive Westwood, MA 02090

www.partnersinmissionslss.com



Partners in Mission School Leadership Search Solutions

Partners in Mission School Leadership Search Solutions is the retained search division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. As partners among ourselves and with our clients' missions, we value, understand, and embrace the importance of Catholic education in our personal and professional lives — and remain committed to ensuring its strength and vitality for years to come. Engaged by religious and school communities, boards and dioceses, our team of dedicated search consultants have identified and secured mission-driven professionals to serve in a myriad of diverse Catholic school and diocesan leadership positions from Massachusetts to Hawaii.

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