



**NOTRE DAME HIGH SCHOOL
CHATTANOOGA**
Chattanooga, Tennessee

PRESIDENT

Start Date: July 1, 2021

myndhs.com



**Carney
Sandoe**
& ASSOCIATES



NOTRE DAME

HIGH SCHOOL · CHATTANOOGA

Mission

The mission of Notre Dame is to share the Catholic faith in an environment which fosters spiritual growth and academic excellence and embraces religious, academic, cultural, and economic diversity.

Vision

Empowered by the Holy Spirit and recognizing the vital ministry of Catholic Education to the future of the Church and nation, we will provide a learning environment that emphasizes quality education and spiritual growth for all.

OVERVIEW

Notre Dame High School, a Roman Catholic co-educational secondary school, was founded in 1876 by the Dominican Sisters of the St. Cecilia Community in Nashville. The school enrolls nearly 400 young men and women and is on the cusp of an exciting new eight-point strategic plan to take this fine school to the next level. The 20-acre campus is located at the foot of historic Missionary Ridge, just three miles from downtown Chattanooga.

Throughout the years, Notre Dame High School (NDHS) has always sought to keep its programming dynamic and relevant while celebrating the Catholic faith in a way that fosters students' spiritual growth and academic excellence and embraces religious, academic, cultural, and economic diversity. Thanks to a rigorous academic curriculum and a plethora of co-curricular programming, NDHS students build a variety of skill sets that allow them to be impactful wherever their lives might take them. And, by placing a premium on personal integrity and living the tenets of faith through service, NDHS has consistently graduated students who are capable collaborators and communicators and who are poised to become leaders of their communities and active citizens of the world.

The current school President will be retiring after eight years of outstanding leadership. In anticipation of this important transition, the Bishop and diocesan leadership have authorized the development of a bold new vision for the school including the creation of a new and modern governance structure and aggressive focus on enrollments, fundraising, a new and sustainable financial structure, addressing the aging school infrastructure, and continued improvement and elevation of the student experience. At this promising juncture, Notre Dame High School seeks a dynamic new President to implement this exciting plan and take this fine school to the next level. Strong candidates will have lived intentional lives that honor and embrace the core values of the Catholic faith. They will also be expected to be entrepreneurial leaders with a demonstrated record of accomplishment of nurturing adolescents' joy in



Fast Facts

Founded: 1876

Total students: 370

Average class size: 15

Non-Catholic students: 28%

Total faculty: 47 (49% non-Catholic)

Faculty with advanced degrees: 62%

Student/teacher ratio: 9:1

Annual operating budget: \$4.646M

learning, as well as contributing to programs that educate the whole person. This is a rare and timely opportunity to build on a solid institutional platform involving 144+ years of distinguished service to children, families, and community.

SCHOOL HISTORY

In January 1876, the Dominican Sisters of the St. Cecilia Community in Nashville opened a parish school in Chattanooga at the request of the Reverend Patrick Ryan, the pastor of Saints Peter and Paul Church. In addition to the parish school, the Dominican Sisters opened a second school for non-Catholic girls. In 1898, Notre Dame Academy became a co-educational parochial school, and, at that time, the name was changed to Notre Dame School. Less than 100 years later, in 1963, Notre Dame High School became the first school in the Chattanooga area to become racially integrated. Immediately afterward, increased enrollment necessitated more spacious accommodations. So, in September 1965, Notre Dame High School moved to a new campus at 2701 Vermont Avenue, where it stands today.

The next major milestone in Notre Dame's history came in 1996 when Perry L. Storey became principal of Notre Dame. Mr. Storey's primary goals for the school were financial viability and enhanced communication among faculty, staff, students, parents, alumni, priests, parishes, feeder schools, and community partners. During his first five years as principal, the school successfully completed a five-million-dollar capital campaign, the largest in the school's history. The capital campaign provided for major renovation to the existing facility and for the addition of a new wing with a state-of-the-art library/multimedia center, three new computer laboratories, and a multipurpose room. In addition to the facility changes, major curriculum innovations were implemented, including a dual enrollment program with Chattanooga State Technical Community College and an expanded Advanced Placement program. A modified block schedule was also introduced.



Just over a decade later, Bishop Stika named George Valadie as the school's first President. Mr. Valadie is a 1971 alumnus of Notre Dame and former teacher, coach, and administrator at the school. During his time at Notre Dame, Mr. Valadie strengthened the alumni outreach, stabilized the school's enrollment, and oversaw the renovation the school's auditorium.

THE SCHOOL

Notre Dame offers its students the chance to be a part of a cohesive community where all decisions, traditions, and teachings originate from the Catholic Church. To that end, members of the NDHS community know how to collaborate and problem solve in positive ways, while respecting the views and needs of others.

The academic program and co-curricular activities at Notre Dame emphasize the importance of placing personal needs second to engaging in the service of others; there is much merit in hard work that contributes to a greater good. Additionally, all academics and programming are connected to the belief that God created each person with dignity and love. These beliefs ensure that the Notre Dame culture is open, honest, and trustworthy – and that faculty, staff, and students seek to be fair and loyal to their calling, to those they serve, and to those who serve them. All members of the community work to overlook the faults of others and continue to love them as the Lord has asked. In all facets of life at Notre Dame, the love of God sustains the growth of leadership.

Accreditations include the Tennessee Department of Education, Cognia – Southern Association of Colleges and Schools, and Roman Catholic Diocese of Knoxville. Professional memberships include the National Association for College Admission Counseling, Southern Association for College Admission Counseling, College Board, National Catholic Education Association, and Tennessee Secondary Schools Athletic Association.



ACADEMICS

As prescribed by the international accrediting agency COGNIA and the Tennessee Department of Education, Notre Dame offers a balanced curriculum of religion, English, math, science, social studies, foreign language, physical education, and fine arts. All elements of the curriculum include instruction in the beliefs, traditions, and doctrines of the Catholic Church and guidance in moral values.

Notre Dame has an eight-class workload. This allows students the exposure to an expansive curriculum, an extensive number of electives, and a greater opportunity to take Advanced Placement courses. While students take eight classes a year, they only have five classes per day which rotate from day to day. This rotation ensures that students are not experiencing negative effects of having the same class at the same time every day. Only having five periods per day also allows for classes to meet for long enough periods of time to facilitate a multitude of different learning activities.

All incoming students are placed in courses based on predetermined multiple criteria, including teacher recommendations, grades, and standardized test scores. Placement is made by the Academic Dean in

College Acceptances

College acceptances for the Classes of 2018-2020 include (but are not limited to):

American University
Amherst College
Barnard College
Boston College
Chattanooga State Community College
City University of Hong Kong
Connecticut College
Cornell University
Drexel University
East Carolina University
Elon University
Emory University
Florida State University
George Washington University
Georgia State University
Indiana University - Bloomington
Michigan State University
New York University
Pratt Institute
Rensselaer Polytechnic Institute
Savannah College of Art and Design
School of the Art Institute of Chicago
School of Visual Arts
Temple University
Tennessee State University
Texas Christian University
The Citadel
The Ohio State University
Tulane University
University of California-Los Angeles
University of Michigan-Ann Arbor
University of Southern California
University of Virginia
Vanderbilt University
Vassar College
Virginia Military Institute
Virginia Polytechnic Institute
Wake Forest University
Xavier University



cooperation with the admissions team and academic departments. Placement levels are: College Preparatory, Advanced College Preparatory, Honors-College Preparatory, and Advanced Placement. Advanced Placement classes are offered at the sophomore, junior, and senior level. There is also an opportunity for students to earn dual college credit with Chattanooga State. To earn credit, students must apply to Chattanooga State as a student while being enrolled at Notre Dame.

The mission of NDHS's college counseling program is to support students making an informed decision regarding their college options in order to find a good fit. Notre Dame expects parents and students to take advantage of services and be actively involved in this very important and personal decision.

ARTS

The visual arts department at Notre Dame has expanded over the last few years to include increasingly sophisticated and complex coursework; this reflects the student body's growing interest and skills in the field. Courses at Notre Dame are intentionally designed to accommodate students who already have an affinity for a particular medium, as well as for those who are curious and want to learn something new.

The Notre Dame High School theater department offers both in-class and extracurricular opportunities for students to work in all areas of the theatre. In class, students will get a taste and appreciation for the three main areas of the theatre arts: acting, technical theatre, and theatre history. Students learn important acting skills while performing in scenes both solo and in small groups, as well as explore the design world while focusing on costume, set, lighting, and sound design.

The Notre Dame Band is one of the premiere performing groups on campus. During the football season emphasis is placed on "pep band," which plays at all home games and most away games. Concert



literature is performed throughout the year and becomes more of a focus after football season. The band gives a Christmas Concert and a Spring Concert. There are currently two dance teams at Notre Dame: The Irish Charms is a team of 10th-12th grade students who perform all year, and the Irish Emeralds is a team of 9th-12th grade students who perform during the winter basketball season.

ATHLETICS

Notre Dame has a long tradition of success including recent state tournament appearances by football, soccer, bowling, volleyball, tennis, cross-country, and wrestling, as well as numerous students who have earned a spot in the state-level individual competitions. The Notre Dame athletic program provides an environment in which each student is given the opportunity to become spiritually, intellectually, and physically stronger. Interscholastic athletics is an integral part of the educational process, nurturing student athletes in spirit, mind, and body. Athletics is designed to affirm and promote Catholic values, leadership skills, and intellectual capacity as the school prepares its student-athletes for service to others. Sports offered include baseball, basketball, bowling, cheer, cross country, dance, football, golf, lacrosse, soccer, softball, swimming, tennis, track and field, volleyball, and wrestling.

SCHOOL LIFE

The Catholic faith supports and sustains all aspects of student life at Notre Dame; it allows students and faculty alike to honor the worth, value, and gifts in one another. It also provides the springboard from which students can cultivate their own spiritual ideas and growth. Most recently, NDHS has re-emphasized the ways in which the Catholic faith encourages each member of the community to understand that their school and homes are enhanced by diversity. Indeed, celebrating diversity in



its many forms – religious, developmental, socioeconomic, ethnic, and so forth – enriches all 360 degrees of the Notre Dame experience by inviting students and families to bring their unique gifts to the community. These gifts, in turn, enable students to cultivate strong skills of collaboration and communication, and ultimately deepen their faith.

This commitment to diversity – and learning about others’ experiences – is complemented by the Notre Dame High School Community Service Program. This program offers students the opportunity to perform the corporal and spiritual works of mercy, “by which we come to the aid of our neighbor in his spiritual and bodily necessities” (CCC 2447). Annually, Notre Dame High School students provide 15,000 hours of service in the Chattanooga Community.

In 2011, Notre Dame High School became Chattanooga’s first and only school to develop a House system in which all students, faculty, and staff are divided into one of four “Houses” that compete throughout the year to earn points for positive contributions made to the school. At its core, the House system allows NDHS to live out its Catholic identity more fully, while providing mentoring opportunities between the older students and newer students. One’s House affiliation becomes one’s smaller family unit within the larger Notre Dame family.

While the House system allows students to feel a stronger connection to their classmates, Notre Dame also works to ensure each student learns how to become an active part of life off campus. Each of the four classes has an annual off-campus retreat as a class. All retreats include talks, activities, good food, and a chance to grow in love for God and classmates. Notre Dame offers additional optional retreats and pilgrimages each year, as well. In the past, these have included travel to the March for Life in Washington, D.C. or the Dominican Sisters’ Motherhouse in Nashville and St. Meinrad Abbey.



CHATTANOOGA, TENNESSEE

Chattanooga, Tennessee – sometimes called the “Scenic City” – offers all the amenities of a major metropolitan city in an easy-to-access and beautiful setting. A dynamic mid-sized city nestled along the banks of the Tennessee River, Chattanooga is surrounded by the natural splendor of picturesque mountains and offers its visitors and natives a thriving arts, music, and dining scene, complemented by exceptional world-class attractions and outdoor adventure.

Chattanooga is, first and foremost, proud of its rich history. It is home to the nation’s first and largest military park – the Chickamauga and Chattanooga National Military Park; Ross’s Landing on the riverfront, a Cherokee removal site now memorialized by The Passage; the National Medal of Honor Heritage Center, which serves to inspire future generations with the values demonstrated by Medal of Honor recipients; and the Chattanooga Choo Choo Terminal Train Station Complex built in 1909. In addition to these historically significant sites, Chattanooga has unique museums such as the Tennessee Valley Railroad Museum, Bessie Smith Cultural Center, and the International Towing & Recovery Museum and Hall of Fame.

Visitors and locals love to cheer on the minor-league baseball team the Chattanooga Lookouts or see the University of Tennessee Mocs play at Finley Stadium. The Chattanooga Football Club is beloved by soccer fanatics, while the city hosts regular major sporting events that draw people from all over the country like IRONMAN, Head of the Hooch Rowing Regatta, National Athletic Championships, and the Chattanooga Marathon. For sightseers who want more than history and sports, there’s a glittering array of options: Rock City, Ruby Falls, the Incline Railway, and the Tennessee Aquarium – just to name a few. Perhaps best of all, Chattanooga is home to an exceptional variety of waterfalls. On Lookout Mountain, one particularly great option is Glen Falls. Lula Lake Land Trust, only a few minutes away from Glen Falls, has one of the biggest, most spectacular waterfalls in the area.



The public arts scene in Chattanooga is just as spectacular as its natural beauty. At the forefront of the scene is a colorful collection of public murals. From MLK’s giant 40,000-square-foot mural to pizza and doughnut murals in the historic Southside neighborhood, there is no shortage of paintings that every type of “patron” can enjoy. From the River Gallery Sculpture Garden atop the Bluff View Arts District, to the Sculpture Fields at Montague Park, Chattanooga also has loads of real estate dedicated exclusively to 3-D art. The former features a great view of the river in addition to the sculpture. The latter features 33 acres and over 40 large-scale art installations. Beyond these behemoths, there are plenty of other smaller scale sculpture spots in the city in parks like Coolidge and Miller Plaza, as well as those sprinkled along various sections of the Tennessee River Walk.

This is just the beginning. Chattanooga has been beloved for generations and its recent revitalization – and seamless integration of its historical significance and multitude of modern attractions – means it can be enjoyed for generations to come.

OPPORTUNITIES AND CHALLENGES

The school operates in the President/Principal Leadership Model. In this increasingly popular structure, the Principal reports to the President and is responsible for day-to-day academic operations, freeing up the President to function as the outward facing “Institution Builder” – the fundraiser, friend raiser, storyteller, and vision-setter. To achieve the promise of the model, the President and Principal must work effectively as a team, collaborating and partnering to achieve synergies and responding seamlessly to the changing needs of the institution.

The timing is perfect for a new kind of entrepreneurial leadership to build on the impressive momentum of recent years. As mentioned earlier in this document, the Bishop and diocesan leadership have developed a bold new vision for the school involving eight areas of strategic focus. The next President



will have an opportunity to flesh out the remaining details of this new vision and implement the plan with discipline and focus.

One of the key challenges will be raising the profile and powerful value proposition of the school and distinguishing it competitively in the market. Although Notre Dame High School is the only Catholic secondary school in Chattanooga, the Catholic population in the region is modest and there are several strong independent school competitors with middle school programs that capture and retain students. Adding a middle school program is one of the areas of strategic consideration for Notre Dame High School. The next President will need to focus on enrollments and continue to position the school as a high performing, welcoming, and inclusive Catholic institution.

With the right leadership, the upside potential is truly extraordinary.

DESIRED QUALITIES AND QUALIFICATIONS

Given the school's rock-solid reputation in the community and its 144+ years of distinguished service, this is a classic "take it to the next level" leadership opportunity. The school does not seek a change agent or radical disrupter but a generative and visionary servant leader who will respect the past, honor the values and traditions of the school, and build organically on the solid institutional platform in place.

Candidates should possess the following qualities and qualifications:

- A faith-filled practicing Catholic who will embrace and promote the Catholic identity of the school while modeling those spiritual qualities in his/her daily practice.
- A person who can engage in collaborative dialogue with and maintain a positive, ongoing relationship with the Bishop, Superintendent, and leadership team of the Diocese.

- A fundamentally relational leader who will connect joyfully and genuinely with all constituents of the school.
- A high-profile leader with exceptional communications and platform skills who can raise the profile and powerful value proposition of the school. Bilingual capacity in Spanish would be a definite advantage.
- A team builder and mentor who will recognize the critical role of all faculty and staff and celebrate their achievements in fulfilling the vital mission of the school.

The board welcomes candidates from varied mission-critical career platforms including other Catholic, independent, or charter schools, as well as higher education; non-profit foundations, associations, charities, and the like; and the corporate, civic, and professional services arenas. While deep domain knowledge of secondary education is preferred, other qualities and experiences are also valued, especially visionary, entrepreneurial leadership and the ability to inspire, build high performing teams, and create demand for the unique gifts of a Catholic school education.

This is an extraordinary and truly rare leadership opportunity.

TO APPLY

We are on a fast track to meet the Bishop's desire to make a hiring decision in the first quarter. Candidates are encouraged to submit their materials no later than **February 20**.

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A thoughtful and targeted 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, relationship, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate's permission) to:

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