

# Senior High Principal

SEARCH PROSPECTUS



## BENILDE-ST. MARGARET'S SCHOOL

St. Louis Park, MN

[www.bsmschool.org](http://www.bsmschool.org)

START DATE – JULY 2021



## Mission Statement

We educate, empower, and inspire learners within a Catholic community to lead lives of faith, achieve academic excellence, and contribute meaningfully to a global society.



## ABOUT THE SCHOOL

### *Identity Statement*

Benilde-St. Margaret's is a Catholic, co-educational college-preparatory school serving students in grades 7-12. Rooted in the vibrant traditions of the Sisters of St. Joseph of Carondelet, the Christian Brothers, and the Order of St. Benedict, we are uniquely blessed with three charisms that guide how we teach, act, and treat one another. We develop the whole student through a rigorous curriculum, leading-edge learning experiences, extensive co-curricular opportunities, faith formation, and a robust service-learning program. We value our strong and lifelong relationships with parents, alumni, local schools, parishes, religious organizations, and the larger Benilde-St. Margaret's community.

### *Value Statements*

- **We believe** that all students are capable of learning and of great achievements given opportunities through quality instruction. Priority is given to valuing each student as a child of God and ensuring all students achieve their potential.
- **We believe** that the whole person is integral to learning. We attend to the intellectual, physical, emotional, interpersonal, and spiritual well-being of each student.
- **We believe** that students learn best by actively participating in meaningful, challenging activities in a safe environment that is conducive to success and fosters creativity.

- **We believe** that the world is the classroom. Technology is a tool which expands horizons and empowers students in their learning.
- **We believe** that spirituality permeates life and gives meaning to learning. Learning and faith formation are life-long processes in which all people need to take responsibility for their own growth in order to build the kingdom of God on earth.
- **We believe** that teachers, staff, coaches, and parents share in the responsibility to provide quality instruction, model conscientious behavior, and assist students in learning to make good decisions based on Christian values.
- **We believe** that diversity and multicultural education are essential components of our students' lives as we prepare them to live and work in an ever-evolving, complex society.

### ***Strategic Plan***

BSM recently engaged a group of stakeholders as a Strategic Planning Team, charged with envisioning its future. This process engaged students, faculty, staff, alumni, religious and business leaders, along with others from the community. Through these channels, the team built an understanding of the current educational environment, identified strengths, and articulated opportunities for growth. The finished plan represents a well-researched and collaborative discovery of the community's aspirations.

Strategic Plan 2025, called Rich History - Radiant Future, outlines a vision forward for Benilde-St. Margaret's built upon four core pillars - Exceptional Academics, Being Catholic in the World, Vibrant Community, and Investing in the Future. The Benilde-St. Margaret's community embraces its profound responsibility to impact not only the lives of its students and alumni, but the millions of lives Red Knights will collectively impact over the course of time.

### ***Governance and Administration***

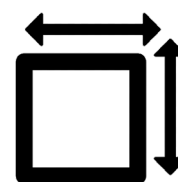
BSM operates under a governance model prevalent in most independent Catholic schools. The Senior High Principal reports to the President, who reports directly to the 25-member Board of Directors. Twenty-two serve as "at-large" members and are nominated and chosen from the BSM community of stakeholders. One board member serves as a representative of the Archdiocese of St. Paul-Minneapolis; another is representative of the Carondelet Sisters of St. Joseph (CSJ), founding community of St. Margaret's; and a Christian Brother, founding community of Benilde High School. The Board of Directors does much of its work through an appropriate committee structure.

## **FAST FACTS**



# **32**

Campus Acres



# **207,000**

Square Feet of Facilities



# **1183**

Students on Campus



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## CATHOLIC HERITAGE AND IDENTITY

The first sentence of the Benilde-St. Margaret's mission statement puts its Catholic identity front and center in everything they do. The faith journey of each of junior and senior high student, faculty, and staff is respected. BSM students' faith is enriched and nourished through a comprehensive program comprised of theology classes, campus ministry, service, and an active faith community.



Benilde-St. Margaret's School is both a Catholic junior and senior high school deeply rooted in three vibrant traditions. The Sisters of St. Joseph of Carondelet founded St. Margaret's Academy, the Christian Brothers founded Benilde High School, and the Benedictines from Saint John's Abbey and St. Benedicts in Collegeville, MN, helped run BSM. Each of these orders has blessed the school with its charism – a unique character and mission, a gift entrusted to them by God to share with the world. Today, Benilde-St. Margaret's faculty and staff unify the spirit of these founding traditions and continue to bring forth their character and mission by offering an educational community rooted in faith. Some of the strongest elements of these charisms are:

- Trust that the Spirit provides us with means and the guidance to do what must be done and the diligence to bring about right relationships (Sisters of St. Joseph)
- Kindness in holding one another accountable and provision of a practical, effective, and accessible education (Christian Brothers)
- A warm and generous welcome of all and a sense of rootedness and mission (Benedictines)





BSM balances the traditions and legacies of its founders with the following elements:

- We foster a personal relationship with God, shaped by, and expressed in, prayer.
- We provide a caring environment for everyone in our community.
- Catholic teaching informs our curriculum.
- We promote ethical behavior marked by service and a search for justice.

## ACADEMICS

*BSM is committed to offering a challenging, college-preparatory academic program.*

Students are exposed to a challenging core curriculum and can choose from a variety of elective courses in a broad range of subjects. The BSM faculty provides the very best learning environment and instruction for its students to ensure their success.

The curriculum includes numerous honors courses and 20 Advanced Placement courses. Students consistently score well above average on the ACT and SAT tests, and the BSM community consistently applauds National Merit finalists, semifinalists, and commended scholars. Graduates go on to some of the very best colleges and universities in the country.

Recognizing that challenge is unique to each student, academic support is provided to help meet various learning style needs. Learning also extends

## FAST FACTS



# 253

Junior High Students



# 930

Senior High Students



# 67%

Students Who Self-Identify  
as Catholic

## FAST FACTS



**23**

Avg. Class Size  
in Junior High

**21**

Avg. Class Size  
in Senior High



**13,000**

Active Alumni



**98%**

Graduates Moving on to  
Post-Secondary Education

beyond campus, with student growth being cultivated through experiences involving service work and cultural trips.

BSM's 1:1 laptop program reflects its commitment to providing students and teachers with access to information, interactive learning opportunities, and specific online resources that enhance teaching and learning. Students are prepared for the dynamic and ever-changing world in which they will study, live and work.

### ***Distinctive Programs***

#### ***RED***

BSM's Research, Entrepreneurship, and Design Program (RED) is an intentional, innovative group of courses that parallel the work of professionals. Student experiences are designed to use authentic tools and processes, focusing the students on project-based applied learning. Examples of RED courses include Engineering, Biomed, Journalism (including Editorial Leadership, Writing, Photography, Videography, Graphic Design), Product Design (Art), Coding and Agile Development, Faith in Action, Investing and Portfolio Management, Algebra II in the real world, and Government in Action.

#### ***EPIC***

EPIC (Explore, Partner, Inspire, Connect) works to bring students out into the world. Through internships, job shadows, mentorships, and professional events, students explore their interests and discover professional passions. Over the last five years, BSM has connected students to professionals in business management, health care, engineering, sports and entertainment, marketing, technology, cybersecurity, photography, journalism, and more.





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### *Academic Travel*

BSM has a tradition of creating amazing opportunities for students to learn in real world spaces where history, science, and culture happen. Teachers in 7th –12th grade have created multi-day immersive travel options such as:

- » WWII in France and Germany,
- » American Experience to the civil rights South
- » History trip to Boston
- » Model UN trip to NYC (students are delegates at a UN simulation)
- » Guatemala Mission and Culture trip
- » Environmental Science Research Institute in the Bahamas



### *Theology*

To address the trend of teenagers becoming less engaged in their faith, BSM implements new engagement strategies to give students ownership over their faith exploration. These include seminar-based courses and offerings that connect faith to other student areas of interest, such as Spirituality of Athletics and Sports and Introduction to Philosophy.



### *Engineering*

Engineering is a four-year program that provides a unique learning environment where students build creative confidence to inspire others, take risks, and persevere through iteration and failure. Students engage in real-world engineering processes, use real engineering tools, and strive to solve real problems.



## FAST FACTS



**92%**

Students Participate in  
Co-Curricular Activities



**20**

AP Courses Offered



**\$1.9m**

Financial Aid Awarded Annually



Engineering expands student development toward invention and entrepreneurship by exploring mechanical and electrical systems through fabrication and assemblies. Students utilize 3D modeling tools, learn relevant programming languages, and work through projects using Agile and Design Thinking.

Engineering sophomore, junior, and senior students have the chance to compete against colleges and universities all over the world in the International RoboCup Robotics competition.

### ACTIVITIES AND CLUBS

In support of Benilde-St. Margaret's mission statement, the Red Knight athletics and activities program provides a wide range of extracurricular opportunities that encourage broad participation for all students. The athletics and activities promote values, discipline and life skills, and a high-level competition that enable students to develop their potential in an atmosphere of fun and friendship.

At Benilde-St. Margaret's, more than 90% of the student body participates in at least one extracurricular program. Over 20 different athletic programs are offered across all three seasons. Many sports include teams at both the senior and junior high levels.

### CAMPUS IMPROVEMENTS

Approximately \$1 million is allocated annually to continue upgrading the facility as part of the operating budget.

In 2019 BSM completed a 10,000-foot renovation and created state-of-the-art science labs and a multi-purpose tiered teaching, meeting, and performance space called the Atrium.



In 2021 another 10,000 square feet of learning space was added to promote student creativity, curiosity, and collaboration. The Cube, located in the center of the school, is the place where students collaborate with one another, faculty members, or partners from the community bringing the power of teaming to life.

The technology infrastructure and the ventilation systems underwent large-scale renovations to support school operations during the COVID pandemic. BSM has served students every day on campus since August.

In the immediate future, BSM will create a thinktank space devoted to entrepreneurial pursuits and a prototyping lab. Also, a new fitness center will be built to promote the importance of student health and wellness.

## THE POSITION

The The Senior High Principal's primary purpose is to provide leadership and ensure quality in the academic and student affairs programs for Benilde-St. Margaret's School in order to achieve the fullest attainment of its unique mission. The Principal is appointed and is delegated authority by the President and acts as the chief operating officer for the school. In collaboration with the President and administrative team, the Principal shares responsibility for the integration of faith and culture within the school through successful academic and student programs, including curriculum development.



## TOP 4 REASONS PARENTS CHOOSE BSM

» Exceptional academics

» Quality teaching

» Innovative programs

» Catholic identity

## FAST FACTS



**\$21m**

Annual Budget



**\$12m**

Endowed Funds



**\$3.7m**

Annual Giving in '19-20

The Principal supervises, observes, and evaluates the faculty and instructional program and the guidance and counseling program. The Principal coordinates all phases of policy implementation related to academics, instruction, and curriculum and coordinates all student affairs programs and co-curricular activities through the Assistant Principals and Directors of Athletics and Technology in their charge. The Principal is responsible for the successful day-to-day operation of the school as accomplished through effective delegation of responsibilities to the administrators, faculty, and staff.

## EXPECTED QUALITIES AND CHARACTERISTICS

- Practicing Catholic in communion with the Church who is a Christ-centered servant leader that embraces, models, and champions the traditions and values of Catholic education.
- Inspirational leader who comprehends the value of this vibrant Catholic school community imbued by the school's unique charism, rooted in the traditions of the Sisters of St. Joseph of Carondelet, the Christian Brothers, and the Order of St. Benedict.
- Advanced degree in an education related field with a minimum of five years instructional and five years administrative leadership experience, preferably in a Catholic college preparatory environment.
- Accomplished, passionate, and inclusive academic leader, with a demonstrated ability to lead an extensive, innovative, and academically rigorous curriculum that ensures success for all students, based on high standards of excellence.
- Decisive executive management skills exemplified by a record of making difficult decisions in an environment with competing demands and limited resources.



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- Accessible and approachable leadership style with a reputation for being extremely visible and interactive on campus and at school events and relating to the students, parents, faculty, and staff with energy, enthusiasm, and warmth.
  - Experience in strategic planning, implementation, fiscal management and oversight is highly desirable.
  - Demonstrates an understanding of the conditions for market leadership in a competitive private high school college preparatory environment.
  - Inspirational, humble, and authentic mentor who instills leadership in others.
  - Proven experience bringing together diverse constituents and stakeholders using collaboration and consensus building skills, as well as a history of working with boards, faculty, staff, students, alumni, and the broader community.
  - Skilled at identifying, attracting, developing, and retaining high-quality educators with a commitment and passion for delivering a transformational Catholic educational experience.
  - Proven leadership in ongoing mentoring, professional development, and evaluation of faculty and staff.
  - Fair, personable, and compassionate leader who embraces collaboration while leading with enthusiasm and missionary zeal.

## **ABOUT THE AREA**

St. Louis Park is a vibrant, diverse city located just outside of Minneapolis. Located only minutes from downtown, it boasts a unique balance between the bustling energy of a city and the quiet, down-to-earth feel of a small town.

This community of approximately 49,000 covers roughly 11 square miles. It is part of the inner-ring of suburbs around the Twin Cities metro area, providing easy access to the central business district, entertainment, and many great restaurants.

A 15-minute drive to the east gets you to the heart of the downtown. Or take I-394 to the west for the same amount of time and you'll arrive at Lake Minnetonka, one of the ten largest lakes in the state. But you don't have to go even that far to find a spot by the water—Westwood Lake and Meadowbrook Lake are right in St. Louis Park, and popular Bde Maka Ska (formerly known as Lake Calhoun) is just past the eastern edge.





There are 51 parks to enjoy (11.5 percent of St. Louis Park's land is set aside for parks), and bike trails link St. Louis Park to downtown Minneapolis, the Uptown area, Hopkins and Chaska.

With a thriving economy and a myriad of entertainment and lifestyle options, the city of St. Louis Park is truly a great place to call home.

## APPLICATION PROCEDURE

- To apply, please submit the following four documents, confidentially and as separate PDF attachments.
  - » Letter of Interest that aligns your experiences and skillsets with the current needs of the school as you understand them.
  - » Statement of Catholic educational leadership philosophy.
  - » Current resume with all appropriate dates included.
  - » List of five references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.
- Please include Benilde-St. Margaret's School in the subject field.



### ***Assemble all of the application materials in one email to:***

Michael Furey, Partner  
mikefurey@partnersinmission.com  
Partners in Mission School Leadership Search Solutions, LLC  
124 Sycamore Drive | Westwood, MA 02090  
570-730-2655 (Cell) | 877-738-4810 (Office)  
[www.partnersinmissionslss.com](http://www.partnersinmissionslss.com)



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124 Sycamore Drive, Westwood, MA 02090