



Preparing
Students
For Life

President

SEARCH PROSPECTUS



LAFAYETTE CATHOLIC SCHOOL SYSTEM

LAFAYETTE, IN

www.lcss.org

START DATE – JULY 2021

Partners in Mission School Leadership Search Solutions, LLC



Vision Statement

He Shepherds, We
Shape, They Shine

Strong Catholic
Formation

High Academic
Standard

Accessibility

Positive Christian
Environment

Excellent
Teachers and
Facilities

THE DIOCESE AT A GLANCE

The Roman Catholic Diocese of Lafayette-in-Indiana is composed of 24 counties in the mid-state region with a Catholic population of about 100,000. The Diocese of Lafayette-in-Indiana has been led by Bishop Timothy Doherty since July of 2010. In addition to shepherding the diocese through a comprehensive pastoral plan involving schools, parishes and faith formation, Bishop Doherty has made it his priority to be with the people in the diocese whenever possible, visiting parishes, schools, and other organizations for a variety of liturgical and non-liturgical events.

The diocese is served by 71 active diocesan priests, 24 retired diocesan priests, and 24 diocesan permanent deacons. There are approximately 25 women religious living in the diocese. The diocese is educating 4,921 students in elementary, middle, and high schools for the 2020-2021 school year. The diocese's religious education programs involve approximately 8,200 elementary and secondary children and youth, including confirmation students.

ABOUT LAFAYETTE CATHOLIC SCHOOL SYSTEM

The Lafayette Catholic Schools are "Preparing Students for Life" by providing academic excellence woven within the Gospel message that drives the ministry of all Catholic Education. All LCSS schools have a tradition of excellence in which students graduate with a call to be servant leaders to their community and their world.

The dedication of parents, teachers, staff, coaches, and mentors help shape and mold students to ensure they leave LCSS ready to take on the challenges of a diverse and interconnected world.

The Lafayette Catholic School System is comprised of St. Francis Early Learning Academy (Pre-School and Pre-Kindergarten), St. Mary Cathedral Elementary School (K – 3), St. Lawrence Elementary School (K – 6), St. Boniface Elementary School (4 – 6), and Central Catholic Junior-Senior High School (7 – 12).

Mission Statement

The Lafayette Catholic School System, centered on Jesus Christ, educates the whole person in a culture that is:

- sustained by Gospel witness and service;
- imbued with a Catholic worldview;
- supported by a community of faith;
- distinguished by academic excellence; and
- committed to student success.

Belief Statement

We believe that the issue of providing a quality Catholic education to all of our children is of the utmost importance to the future well-being and salvation of our Church, our nation and our community.

We Believe:

- All persons have an inalienable right to a quality education “in virtue of their dignity as human persons” and that all have a right to an education that develops harmoniously their physical, moral, spiritual and intellectual qualities.”
- A quality education can be attained only in an orderly, just, and non-violent environment.
- Administrators have the responsibility to ensure the overall Catholic Christian environment in which all participants in the system are respected.
- While recognizing the primary role of parents in the education of children that there are educational duties and responsibilities vested in civil and religious authority in order to better provide for the common good of all people.
- Parents are responsible to enter into cooperative relationships with those delegated with educating their children.
- Teachers, administrators, the Board of Education, and the Board of Trustees are responsible to collaborate with parents in all decisions relating to the education of their students.

FAST FACTS



992

Total Enrollment



5

Campuses Housing
Preschool to Grade 12



3

Schools Connected to Parishes



- The goal of all education is to foster the development of the total person. This formation needs to provide students with opportunities for moral and spiritual growth to complement their intellectual and physical development.
- Students need to have a desire and willingness to grow in their overall formation in their academic and personal life.
- Each student is provided with and expected to maintain an environment that is conducive to learning and that is orderly and respectful of each individual, regardless of the student's social, cultural or personal status.
- All members of the Lafayette Catholic School System, employees, students, and parents are expected to fully embrace the mission and the policies of the Lafayette Catholic Schools.

We believe that the challenges we face in this endeavor can only be met and overcome if we join together with Jesus Christ, put aside all that might potentially divide us, and seek to serve our common goal of providing all of our young people with a quality education that will provide them with the knowledge and skills to live happy, productive and rewarding lives.

Gospel Values and Gospel Pledges

The schools promote nine Gospel values based on scripture that translate in nine Gospel pledges.

1. Commitment to Community
2. Commitment to Servant Leadership
3. Commitment to Respect
4. Commitment to Gratitude





5. Commitment to Humility and Understanding
6. Commitment to Wellness
7. Commitment to Patience and Perseverance
8. Commitment to Diligence
9. Commitment to Integrity

Governance Structure

The Lafayette Catholic School System operates with a 7-member Board of Trustees and a 12-member Board of Directors, a board of limited jurisdiction. The Superintendent of Catholic Schools and the LCSS Executive Director sit as ex-officio members of each Board. There are Principals at each of the schools who report to the president.

Strategic Plan

The System's current strategic plan, Vision 2030, is the most ambitious in the history of the Lafayette Catholic School System. The plan focuses on facility improvements, program expansion, and sustainable funding models.

FAITH LIFE

Lafayette Catholic Schools assists parents by supporting the morals and values they promote at home. The schools create an environment where every student can come to know God in such a way that they become willing servants to God's daily call in their lives to transform the world through word and deed.

FAST FACTS



98%

Seniors Who Enroll in
4-Year Colleges



18:1

Student to Faculty Ratio



59

Teachers

FAST FACTS



5

Advanced Placement Courses



14

Dual Credit Courses

SAT[®]

1158

Average SAT Score

Elementary Schools

Children in the elementary grades come to know God through their surroundings and through the lives of others. Whether it be stories from the Bible or learning about lives of the saints as shared by the parish priest, children learn about the God who created them in His image. Exploring their own surroundings and observing the good in their lives teaches that everything comes from a loving God.

Central Catholic Junior-Senior High School

Students at Central Catholic Jr.-Sr. High School develop spiritually by taking theology classes every semester, attending retreats, and performing community service. This makes learning inside and outside of the classroom equally important. Students grow by gaining a deeper understanding of their faith, preparing for college, participating in academic teams, providing service to the community, joining clubs and organizations, playing athletics, singing, making music, creating art, attending events, and supporting special causes.

Liturgy

In addition to Holy Days and special occasions, Mass is celebrated Monday mornings in the junior-senior high school Chapel for staff, parents, and students. All school Masses are held Friday mornings during school time in the McHale Gym.

Reconciliation

Reconciliation is offered every Tuesday in the junior-senior high school Chapel after school and all day on the First Friday of each month. Students also attend Penance Services during Advent and Lent and are encouraged to receive the Sacrament during retreats.



THE POSITION

The President is the chief executive of the operational vitality for the system, including development/advancement, marketing/enrollment, finances, and capital projects, while overseeing all aspects of school life. The President leads and articulates the school's mission and vision, creates and implements strategic plans, and builds and nurtures relationships. He or she reports to and is evaluated by the Superintendent of Catholic Schools for the diocese in collaboration with the Board of Directors.

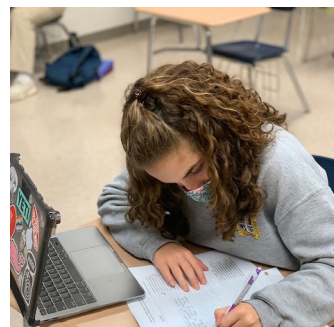
Duties and Responsibilities

Leadership

- Articulates and promotes the mission and Catholic identity of the school system
- Works with the Superintendent and Board of Directors and its committees in ongoing assessment and development of the mission of the school system
- Serves as the chief representative of the school system in dealings with the educational, civic, and diocesan communities
- Hires, supervises, and evaluates principals and oversees faculty and staff

Strategy and Planning

- Develops and updates the strategic plan for the future of the school system, including short- term and long-term goals and objectives.
- Develops and leads a marketing plan and program to position the school system for increased enrollment and resources



MOTTO

***He Shepherds.
We Shape.
They Shine.***



FAST FACTS



64%

Families Receiving Financial Aid



\$2.5m

Financial Aid Awarded to
Students 2019-2020



- Plans, implements, and supervises the school's fiscal development programs, including endowment and capital funding, to support the sustained growth of system resources

Collaboration with Stakeholders

- Cultivates a relationship with pastors and works with the Office of Catholic Schools in supporting the vision of the bishop of the Diocese of Lafayette-in-Indiana
- Oversees school personnel and budgets, educational and development programs, enrollment management, business affairs, and facilities
- Articulates the mission of the school system to alumni, parents, students, faculty, staff, and the wider community

Budgeting and Fiscal Oversight

- Involves the principals and building administrators in the annual budget development process
- Ensures compliance with the Board, school system, government, and diocesan policy concerning financial stewardship
- Supervises the fiscal operations of the school and oversees the collection of tuition and the school policy regarding the administration of financial aid

Qualities and Characteristics

- Exhibits strong and sustained commitment to the mission of the Lafayette Catholic School System
- Displays a strong commitment to the Catholic identity and academic excellence of the Catholic schools
- Demonstrates prudence to make sound decisions and thrive in a collegial environment

- Shows superb ability to communicate effectively, both in spoken and written form
- Demonstrates strong strategic and analytical skills with sound judgment in delicate and complex problem-solving
- Is diplomatic when dealing with all constituents
- Works as an effective team member, successfully balancing team and individual responsibilities
- Holds a Master's degree in education, educational administration, business, or related field of study
- Has a minimum of 10 years of management experience
- Is a practicing Catholic in good standing with the Church

ABOUT THE AREA

Lafayette is a city in and the county seat of Tippecanoe County, Indiana. It is located 63 miles from Indianapolis and 105 miles from Chicago. West Lafayette, on the other side of the Wabash River, is home to Purdue University, which contributes significantly to both communities.

Much of the area's economy centers around the academic and industrial activities of Purdue University, although private industry and commerce independent of the university also exist in the community, with multiple large manufacturing operations in the city employing thousands of workers. Examples include Caterpillar, producer of large diesel and natural gas engines, Subaru of Indiana Automotive, producer of Subaru vehicles, and Tate & Lyle, manufacturer of Splenda and other sweeteners.





APPLICATION PROCEDURE

- To apply, please submit the following four documents, confidentially, and as separate PDF attachments.
 - » Cover letter that aligns your experiences and skill sets with the current needs of the school system as you understand them.
 - » Statement of Catholic educational philosophy.
 - » Current resume with all appropriate dates included.
 - » List of five references with names, phone numbers and email addresses.
No references will be contacted without your knowledge and approval.
- Please include Lafayette Catholic School System in the subject field.



Assemble all of the application materials in one email to:

Kyle M. Pietrantonio, Partner
kpietrantonio@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
124 Sycamore Drive | Westwood, MA 02090
202-390-0230 (Office)
www.partnersinmissionslss.com



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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