



Head of School

SEARCH PROSPECTUS



ST. ANTHONY SCHOOL

WAILUKU MAUI, HAWAII

www.sasmaui.org

START DATE – SUMMER 2021



Parish & School

Vision Statement

We envision St. Anthony School as a thriving top school of choice where our students reach their full potential and make a positive, meaningful contribution to our campus, our community and our world.



COMMUNITY MISSION STATEMENT

We, the Saint Anthony of Padua Church, participate in the mission of the Diocese of Honolulu bringing Christ to the world. We are a community of faith that lives and promotes a vibrant family spirit in the Marianist tradition, Catholic spirituality, and service to the people of God on Maui.

SCHOOL MISSION STATEMENT

St. Anthony School is a Marianist-sponsored PK-12 Catholic school where all are welcomed in a spirit of aloha. We are committed to serving mind, body and spirit in a nurturing and challenging academic environment that inspires each student to be their individual best in the world.

INTRODUCTION

Thank you for your interest in St. Anthony School as we launch a search for the new Head of School. The entire St. Anthony community ('ohana) recognizes that this search is a moment of great opportunity. With new leadership comes new perspective and energy to address these needs and goals. We approach this search with great enthusiasm. The Search Prospectus intends to provide applicants with a brief background of this revered Catholic school as well as a look at current areas of opportunity and challenge as they continue the work of its PK-12 strategic plan.

GENERAL HISTORY OF THE SCHOOL COMMUNITY

For more than 172 years, St. Anthony Schools have served the people of Maui County and Hawaiʻi under the guidance of members of the Sacred Hearts of Jesus and Mary, Society of Mary ("Marianists"), Maryknoll Sisters, and the St. Joseph Sisters of Carondelet orders.

St. Anthony Schools, including Pre-School, Grade School, Middle School and High School, have an excellent reputation for maintaining high academic standards and being of great service to a diverse population. During its sesquicentennial history, more than 15,000 students have graduated from this school. Many furthered their academic pursuits by earning degrees from institutions of higher learning and have established themselves in a variety of professional careers locally, nationally, and internationally.

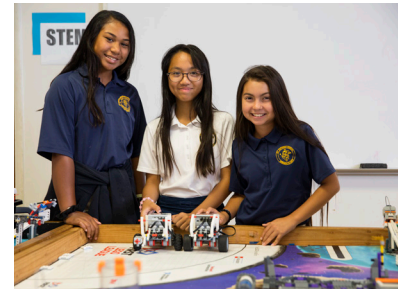
A significant number SAS graduates have "returned home" to Maui and are respected community leaders and contributors. The people of Maui recognize the positive contributions SAS students have made to improve the professional, economic, cultural and moral fabric of our island society. The spirit of community service encouraged at St. Anthony School has also generated the dedication of invaluable time to countless community projects and volunteer work by its students and graduates.

In 2014, a Parish Education Committee (PEC) was formed to assess, consider and recommend a plan to ensure the future sustainability for St. Anthony Schools that would positively contribute to the growth of Catholic education on Maui. The plan's vision included the unification of Pre-School, Grade School, Middle School and High School into a parish school with centralized leadership under the Pastor, the St. Anthony School Board, and the new Head of School. This one-school model was launched in August 2017.

St. Anthony School (SAS) has indeed moved forward in the four years since unification through excellent leadership, planning, innovation, and collaboration. In spite of the challenges of the pandemic, SAS succeeded in continuing to provide quality education to its students on campus. Enrollment in fact increased and continues trending upward into the 2021-2022 year.

Campus, Facilities, Master Planning

Located in Wailuku, Maui, St. Anthony Parish and Schools, completed a comprehensive needs assessment and Master Plan to improve its campus. A capital campaign was launched to achieve the goals of the Master Plan and is ongoing. The Plan supports a values-based environment, a vibrant family spirit in the Marianist tradition, Catholic spirituality, athletics offerings, excellence in education and service to the families of Maui. Improving school facilities and grounds will give the St. Anthony School staff the infrastructure and tools to provide the best educational opportunities for our students.



Educational Philosophy and Approach

St. Anthony School is a Catholic faith community rooted in the Marianist spirit. It is dedicated to integrating the message of Jesus Christ's love and providing a progressive, quality education for students developing 21st century career competencies. SAS believes that each student has the ability and right to learn. The school respects and nurtures each student as a unique individual who needs a secure, caring, and stimulating environment in which to grow and mature spiritually, intellectually, emotionally, socially, physically, and culturally, where human dignity is respected. The school focuses its teaching and learning approach on Communication, Collaboration, Critical Thinking, Creativity and Catholic Identity.



HEAD OF SCHOOL LEADERSHIP ENVIRONMENT AND REQUIREMENTS

School Community

The Head of School will have the charisma to foster a positive environment where students, parents, faculty, administrators, the board of directors, alums and parish family feel welcomed, informed, and valued. The Head will have strong interpersonal skills across all constituencies. He/she will need to clearly communicate and lead the campus as a place of learning, safety and spirituality for our children. He/she will inspire the trust and harmony needed within the St. Anthony community in cohesive collaboration and communication with the Pastor of the parish.





Mission and Core Values

We look for a Head that accepts, understands and supports the Mission, Vision, and Values of the school and the board-approved strategic plan. He/she will inspire a widespread understanding of the importance of our Mission and Values as cornerstones of a successful school community.

Governance

The Head of School will have a clear understanding of the roles and responsibilities of the Board of Directors, the Foundation Board, and a solid working knowledge of best Board practices. He/she will maintain a robust, critical partnership with the Pastor, the Board of Directors, and the Central Office Administration Team. In the Head's role as chief liaison, he/she must manage and execute the dynamics of Strategic Planning into effective and on-going action plans for school improvement.

CORE VALUES

FAITH	we cultivate faith formation daily.
FAMILY	we are held in the safety and spirit of 'ohana.
FRIENDSHIP	we honor one another as individuals and extend friendship to all.
EXCELLENT STUDENT LEARNING	we hold ourselves accountable to academic excellence.
INTEGRITY	we hold the highest standards for Students, Staff and Faculty in all we do.
GENEROSITY	we approach the world generously, giving our time, talent and treasure to serve others.

FAST FACTS



Over the past four years our graduates have been offered, on average per student,

\$160k+

in scholarships and awards



100%

of our graduates have been accepted into a college, community or other program of higher learning for the last 20 years.



10,000+

community service hours annually

FAST FACTS



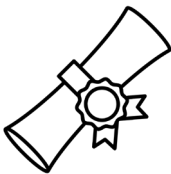
172

year- old tradition of academic
and athletic excellence



35+

Faculty and Staff on campus



60%

faculty with advanced degrees
including a Nationally Certified
Science Teacher

Administration and Faculty

The Head of School must be a firm believer of positive, participatory leadership with a commitment to a team environment and an inclusive, diplomatic style. He/she will need the ability to create a positive and accountable administrative model with clear roles and responsibilities. The Head will possess a healthy history of hiring and supervisory success with a demonstrated capacity to honor the needs of the individual and treat each person with respect and aloha. He/she will be a firm believer in the value of professional development of our Administration Team and faculty.

Financial Management and Fund Development

It is crucial that the Head of School have a demonstrated expertise in school budgeting and the management of financial processes. This requires a strong ability to work closely with the Business Manager, School and Parish Finance Committees, the School Board of Directors, and the Foundation Board. To strengthen the school's long-term sustainability, the new Head must exhibit a solid level of understanding and demonstrated success in fundraising and how it relates to the success and sustainability of the school. He/she will have strong written and verbal communication skills. The Head will seek and develop an array of relationships and cultivate a diverse mix of donors. Previous experience with capital campaigns is preferred.

Physical Facilities/ Master Plan

The Head of School will know how to supervise the operation, maintain the budget and envision the future of the school's facilities.

He/she must have expertise and be fully engaged in campus improvement. He/she must be willing to work with all involved to implement daily facilities and grounds improvements to move forward with the St. Anthony Campus Master Plan.



CLASS OF 2021 COLLEGE ACCEPTANCES

Adams State University
Arizona State University
Berklee College of Music
California Lutheran University
Chaminade University
Chapman University
Colorado Mesa University
Florida Southern College
Grand Canyon University
Gonzaga University
Hawaii Pacific University
Linfield University
Loyola Marymount University
Montana State University
Northern Arizona University
Oregon Institute of Technology
Oregon State University
Pacific University
Pacific Lutheran University
Pepperdine University
Saint Louis University
Saint Martin's University
Saint Mary's University
Santa Clara University
Seattle University

Seattle Pacific University
South Puget Sound Community College
St. Mary's College
Tulane University
University of Arizona
University of California, Berkeley
University of California, Davis
University of California, Irvine
University of California, San Diego
University of California, Santa Barbara
University of Hawai'i, Hilo
University of Hawai'i, Manoa
University of Idaho
University of Nebraska, Omaha
University of Nevada, Reno
University of Notre Dame
University of Oregon
University of Portland
University of San Diego
University of San Francisco
University of Virginia
University of Washington
Washington State University, Vancouver
Whitworth University
Xavier University

(AS OF APRIL)



FAST FACTS



10:1

Student-Teacher Ratio in
High School classes



5,000+

proud, accomplished, and
spirited living alumni



Program

The Head of School will need to appreciate, understand and enhance the St. Anthony School vision of a 21st century Catholic college prep curriculum, guided by the Marianist charism.

He/she will provide the leadership necessary to do so in a collaborative, mission-centered environment.

He/she will have an understanding of educational research trends, opportunities and challenges.

He/she will be charged with evaluating the success of SAS' curricular methodology to ensure that balanced and optimal educational experiences for both direct instruction as well as project-based learning are in place for all students.

Community Relations and Market Presence

The new Head of School will understand that he/she must actively promote the positive image and mission of the school and have a strong ability to create ambassadors from all constituent groups.

There is positive momentum and energy in place and that will provide the new Head of School with support to engage and empower others to support the school.

He/she will have a central role moving the school culture forward and establishing a strong and unique image for the future. The new Head of School will be the St. Anthony standard bearer and brand champion.

LEADERSHIP REQUIREMENTS

Overview

- St. Anthony School is seeking a Head of School who has the motivation to inspire and the patience to continue leading the school community into the future vision.
- He/she will demonstrate the depth and strength of school expertise to successfully manage business practices across all aspects of the school.
- This leader will be grounded in Catholicism and its values of stewardship. Visible and consistent examples of faith-driven decisions are expected. Past experience with the Marianist tradition is desired or the ability to incorporate and embrace the charism.
- He/she will have the ability and enthusiasm to accept, adapt, and respect Maui's diverse and multicultural island lifestyle.
- It will be important that he/she respect the history, celebrates the present and helps to build a great future for the SAS 'ohana.

Spiritual Leader

- The Head of School should be a practicing Catholic in communion with the Church and a faith-filled and Christ-centered servant leader that embraces, models, and champions the traditions, values, and welcoming ethos of this family-spirit filled school community.



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- Understands, respects, and appreciates the important role the pastor and parishioners play in the success and sustainability of the school.
 - Respects and understands the authority and structure of the Catholic Church.
 - Demonstrates positive stewardship for Catholic education.
 - Clearly values community, faith and family.

Educational Requirements and Professional Experience

- Advanced degree in an education and/or related fields.
- Experience as a building principal expected.
- Successful executive leadership in a Catholic college prep school, experience in a PreK through High School environment desirable.
- Diverse professional school experience including restructure and transition.
- Experience with 21st century educational models.

Leadership Qualities

- Passion for Catholic education, with a dedication to each individual student and the student's interests in academics, artistic expression, technology and athletic achievements.
- Vision and Mission-driven and values-centered role model.
- Confident, consistent and courageous decision-maker.
- Financial acumen to manage, direct and develop financial capacity for school.
- Successful track record in advancement, fundraising, marketing and capital campaigns.





- Collaborative ability to build immediate rapport, trust and teamwork with all constituencies.
- Executive presence which inspires confidence, passion and persistence amongst all stakeholders during this leadership transition
- Exceptional communication, interpersonal, and public speaking skills while serving as the highly visible public face of the school in building constructive relationships with all stakeholders that inspires crucial support in its fundraising and enrollment initiatives.
- Positive and balanced approach of inspiration and discipline, vision and practicality, and sense of urgency combined with patience.
- Successful experience with strategic planning and accreditation.
- Champion of sustainability and environmental stewardship.
- Skilled at identifying, attracting, developing, and retaining high-quality mission-driven professionals with a commitment and passion for delivering a transformational Catholic educational experience.
- Welcoming attitude with Faculty, Staff, Parents, Alumni and Community Stakeholders.
- Interest and experience in diverse, multicultural environments with a genuine appreciation for the culture of Hawai'i.



Personal Characteristics

- Appreciative of the opportunity to lead St. Anthony School at this important time of growth and development.
- Positive, energetic, accessible and approachable style, with a willingness to relate to all stakeholders while being extremely visible and interactive on campus and at school and community events.
- Charismatic and inspirational, innovative and entrepreneurial.
- Appreciation for a multicultural community
- Welcoming, diplomatic and engaging.
- High degree of integrity, honesty, authenticity and transparency.
- Empathetic, humble, servant-hearted leader.
- Fair, fun and compassionate executive who embraces collaboration while leading with missionary zeal.

Application Procedure

- To apply, please submit the following materials, confidentially and as separate PDF attachments in one email to Michael Furey.
 - » Letter of Interest that clearly expresses your interest and qualifications for leading St. Anthony School.
 - » Current resume with all appropriate dates included.
 - » Statement of Catholic educational philosophy.
 - » List of five references with names, physical addresses, phone numbers and email addresses. No references will be contacted without your knowledge and approval.
- Please include St. Anthony School in 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



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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Partners in Mission School Leadership Search Solutions
124 Sycamore Drive, Westwood, MA 02090