

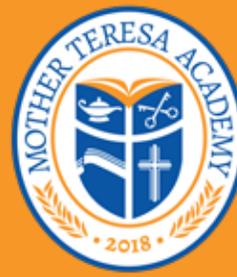


**ERIE CATHOLIC
PREPARATORY SCHOOL**
Erie, Pennsylvania

PRESIDENT
START DATE: JULY 1, 2022
PREP-VILLA.COM



**Carney
Sandoe**
& ASSOCIATES



MOTHER TERESA MISSION STATEMENT

Mother Teresa Academy, a kindergarten through 8th grade Catholic school in the Diocese of Erie, is dedicated to offering a Christ-centered education to inner-city students. With a foundation of faith, family, excellence, and tradition, we transform the lives of children in spirit, mind, and body.

CATHEDRAL PREP AND VILLA MARIA MISSION STATEMENT

Cathedral Preparatory School and Villa Maria Academy form a Christ-centered, co-institutional, college preparatory Catholic school in the Diocese of Erie. With a foundation of faith, family, excellence, and tradition, we develop men and women of vision in spirit, mind, and body.

OVERVIEW

Erie Catholic Preparatory School represents the merger of two venerable single sex schools, Villa Maria Academy for girls, founded in 1892, and Cathedral Prep for boys, founded in 1921. The result is the creation of a premier coeducational Catholic high school, and a model of governance and innovation. The legal merger between the two schools occurred in 2010 but they have continued to operate on their separate campuses. Beginning in the fall of 2022, the schools will be officially consolidated on a single campus — formerly the site of Cathedral Prep in downtown Erie — where the girls and boys will share academic and athletic facilities, including a spectacular new state-of-the-art facility for science, technology, engineering, art, and mathematics (STEAM).

Also part of the fabric of Erie Catholic Preparatory School (ECPS) and integral to its mission is Mother Teresa Academy, a Catholic K-8 school founded in 2017 and designed to provide children in Erie's inner-city neighborhoods with top-notch academics and preparation for eventual college and university study. Together the three schools enroll some 900 students and represent the impressive evolution of Catholic education today—rooted in the Catholic faith and offering a rigorous curriculum, leading-edge learning experiences, extensive co-curricular opportunities, faith formation, and a robust service learning program. Combined, these are belief-centered institutions that prepare their students exceptionally well for college and life beyond.

To achieve the full promise of this exciting merger, Erie Catholic Preparatory School seeks a new president starting July 1, 2022. The successful candidate will be a mission-driven, entrepreneurial servant leader. The President is responsible for the overall leadership and management of the school and reports to the Board of Directors. With the merger of the two campuses and the transformation of the curriculum, the next President will oversee the process of bringing this powerful vision to fruition and establishing Erie Catholic Prep's position as a premier catholic high school. This is an exceptional opportunity to lead a newly formed and forward-thinking school with deep ties to its community and an unwavering commitment to its Catholic mission. An interim President is currently in place while the search proceeds.

FAST FACTS

Founded: 1892 (Villa Maria), 1921 (Cathedral Prep),
and 2017 (Mother Teresa Academy)

Total students: Prep 435; Villa 321; and Mother
Teresa Academy 163

Students who identify as Catholic: 50%

Total faculty: 104

Faculty with advanced degrees: 50%

Average faculty tenure: 12 years

Student/teacher ratio: 17 to 1

Students accepted to four-year colleges: 100%

Endowment: \$16 million

Financial aid budget: \$2.5 million

Students receiving aid: 70%



SCHOOL HISTORIES

As suggested earlier in this document, Cathedral Preparatory School and Villa Maria Academy have distinguished histories in the Erie community dating back many years.

In the early 1890s, Fr. Thomas Casey saw the need for young women to have the opportunity to pursue “refinement and culture” along with intellectual studies. To that end, he donated the property for the creation of a school and recruited the Sisters of St. Joseph to run the academy. Villa Maria started as a small day and boarding school and evolved in time into an academically renowned high school for girls.

Cathedral Prep got its start when Bishop Mark Gannon summoned the pastors of Erie’s 12 parishes to meet for the purpose of discussing the “lack of Catholic education for high school boys in the city.” His goal was to establish a school that “provided the moral, intellectual, social, and physical training designed to prepare men to live in our democratic society.” The school’s original 1921 location was in the basement of St. Peter’s Cathedral and was run by four priests and one layperson. Over time, the school would evolve into a rigorous high school program steeped in the Catholic tradition and serving students of all faiths.

Although Mother Teresa was founded more recently, it also had visionary beginnings. It was created in 2017 as the result of a study commissioned by the Diocese of Erie in order to make a Catholic education available to inner city children who otherwise would not be able to attend a Catholic grade school. Funded almost entirely by philanthropy, it was placed under the governance of Erie Catholic Preparatory School and has been fulfilling its mission spectacularly. This year all 21 of its graduates will be moving onto a college preparatory high school, 20 of them at Erie Catholic Prep.



Architect rendering of STEAM and Student Life Center

THE NEW SCHOOL

Bringing two outstanding programs together on one campus, the new Erie Catholic Preparatory School recognizes its responsibility for the intellectual, spiritual, emotional, physical, and social growth of each student. The school's dedicated and creative faculty cultivates the full development of all students by ensuring that each realizes his or her distinctive gifts. Teachers here utilize traditional as well as modern methods of instruction, capitalizing on the wealth of technology available to create the highest quality classroom experience. Common learning experiences include lectures, research, problem solving, cooperative learning, and critical-thinking activities—with the goal of developing a vibrant community of lifelong learners.

Through the exceptional generosity of its donors the school is currently expanding and updating its campus, featuring, as mentioned elsewhere in this document, the construction of an innovative and spacious Science, Technology, Engineering, Art, and Mathematics Center. This new, 25,000 square-foot building will provide Erie Catholic Prep's young women and men with access to one of the country's most advanced high school learning facilities. On track to open in the fall of 2022, this complex will also include a Student Life Center that will serve the dual purpose of a dining and learning space. The decision to streamline all resources from the original schools into this blended initiative comes with the understanding that all students will benefit from this new structure. Students currently on the Villa Maria campus will migrate to the Prep campus in September 2022, creating a coeducational Catholic, college preparatory school with cutting edge facilities and programming.

The school welcomes students of all faiths and operates under the umbrella of the Catholic Diocese of Erie. It is accredited by the Middle States Commission on Secondary Schools and is a member of the National Catholic Education Association (NCEA).



ACADEMICS

The Erie Catholic Prep curriculum is an integrated, four-year program of study designed to provide an excellent secondary education and to satisfy the most exacting requirements for entrance into top colleges across the globe. Courses are offered at three levels—Advanced Placement, honors, and academic—and include 21 Advanced Placement courses in all. A minimum of 29 credits is required for graduation. Specifically, students must earn four credits in the core liberal arts courses: language arts, mathematics, science, social studies, and theology. Additional credits are required in world languages; general electives; business, computer, and information technology; health and physical education; the visual and performing arts; and SAT/college prep.

Starting in 2022, new academic pathways will focus on curricular and experiential opportunities in medicine/health care, engineering, global studies, and information technology. Additional STEAM courses will be offered in esports, robotics, engineering design and fabrication, and TV/video production, along with expanded opportunities in the arts.

COLLEGE PLACEMENT

The 2019 graduates of Prep/Villa received more than \$27 million in college scholarship. In both schools, 100% of the graduates were accepted into four-year colleges and universities, including the following:

Auburn University
Bowling Green State University
Bucknell University
Canisius College
Carlow University
Coastal Carolina University
College of Holy Cross
Cornell University
Duquesne University
Gannon University
Michigan State University
Rochester Institute of Technology
Saint Bonaventure University
Syracuse University
The Ohio State University
The Pennsylvania State University
The University of Tennessee
U.S. Naval Academy
University of Buffalo
University of Florida
University of Iowa
University of Kentucky
University of Michigan
University of Notre Dame
University of Pittsburgh
University of Virginia
Villanova University
Virginia Polytechnic Institute
Western Reserve University
Xavier University



Innovative Partnership with Gannon University

Further enriching Erie Catholic Preparatory School's powerful learning environment is the nearby presence of Gannon University, located within easy walking distance of the ECPS campus in downtown Erie. One of only ten diocesan colleges or universities in the U.S., Gannon enrolls some 4,500 students and features a rich array of undergraduate and graduate programs. Qualified juniors and seniors at ECPS are permitted to take courses at Gannon for college credit, and over 40% of the senior class typically does exactly that. The University is also a generative resource for the school's faculty and administration. The next president of Erie Catholic Prep will have the opportunity to build creatively on this relationship and develop additional collaborative ventures. Together, ECPS and Gannon can effectively constitute a dynamic, kindergarten through college, Catholic learning community like few others elsewhere.

ARTS

The music, visual, and performing arts program at Erie Catholic Prep offers a wide range of academic courses, extracurricular programs, and individual lessons. The collective goal is to empower students to use their minds creatively, inspire them to broaden their life experiences, encourage them to excel in everything they do, and equip them for their future.

Areas of study in music include choir, guitar, piano, voice, drumline, independent study, and music theory. In the visual arts, students can take part in ceramics, drawing, painting, AP studio art, and textiles, or engage in independent study to deepen their artist skills. The vibrant theater program includes the study of acting, stage craft, and dance. Drama and musical performances are staged throughout the year. With the implementation of an expanded curriculum starting in 2022, the opportunities in the arts will be expanded further.



ATHLETICS

ECPS offers a competitive sports program. Varsity sports for boys include baseball, basketball, cross-country, football, golf, hockey, lacrosse, soccer, swimming, tennis, track and field, volleyball, water polo, and wrestling. Girls sports include basketball, bowling, cheerleading, competitive cheer, cross country, golf, lacrosse, soccer, softball, swimming, tennis, track and field, volleyball, and water polo. Teams often compete for league championships and numerous athletes go on to play at the collegiate level.

The Hagerty Family Events Center

Opened in 2010, the Hagerty Family Events Center is a superb, multi-functional facility utilized year-round for Erie Catholic Prep athletic and social events. In addition to school-related functions, it is also open to community rental for athletic and/or social events. The Center includes the Joann Mullen Gymnasium & Locker Rooms (encompassing full-sized basketball and volleyball courts, as well as seating capacity for over 1,600 spectators); the David M. Hallman Aquatics Center (with a double-deep diving well; eight lane, 25 yard competition pool; and seating for over 400 attendees); Dollinger Field (with its artificial turf surface lined for football, lacrosse, and soccer; eight lane running track; and 2,000 seat stadium); Main Concourse & Café 64 (with banquet seating and closed circuit accessibility for streaming live events); and a state-of-the-art Strength and Training Room. A truly exceptional institutional asset, the Center is a magnificent venue for athletics, recreation, and community events for both the school and the city of Erie.



STUDENT LIFE

Beyond the classroom, student life is filled with opportunities for personal discovery and community involvement. Club life alone keeps students deeply engaged in their areas of interest. Among the 20+ student clubs are robotics, skiing, math, peer tutoring, video games, Spanish, chess, debate, Latin, diversity, chemistry, cooking, National Honors Society, and the environmental Green Team.

By graduation, each student will have completed a minimum of 100 hours of service. The class of 2019 performed more than 36,000 hours of community service over its time at Prep and Villa. On a single day each year — Outreach Day — students, faculty, and staff donated their time to more than 40 organizations.

Central to the school's values, Campus Ministry also offers students the opportunity to engage in liturgical services, retreats, and related service programming.

ERIE, PENNSYLVANIA

Located on the south shore of Lake Erie, Erie is Pennsylvania's primary access point to the Great Lakes. Presque Isle Bay is well known throughout the Great Lakes for sailing and is served by many yacht clubs. Presque Isle State Park, a 3,200-acre accessible peninsula that draws more than four million visitors a year to its seven miles of sandy beaches and 13 miles of bike paths, surrounds this bay and provides year-round recreational opportunities.



Other bicycling and hiking opportunities abound, with the Seaway Trail running through downtown Erie along the lakefront. Erie is also home to the U.S. Brig Niagara, Pennsylvania's signature Tall Ship. Erie's location along the shores of Lake Erie provides a plethora of outdoor activities throughout the year. Peek and Peak ski resort and the Allegheny National Forest are a short drive away. The region also grows grapes and produces the third largest amount of wine in the United States.

Erie has a rich history in the steel and shipping industries. Once primarily known as a manufacturing town, Erie now enjoys a diverse and modernized industrial base with fully developed educational, cultural, healthcare, and recreational resources that far surpass most communities of its size. Gannon University, Mercyhurst University, Penn State Behrend, Edinboro University, and the nation's largest medical college, the Lake Erie College of Osteopathic Medicine, attract talented students from around the country and across the globe. Waterfront hotels, restaurants, museums, and a convention center also highlight downtown.

Erie is a fast-growing regional healthcare hub anchored by UPMC-Hamot and Allegheny Health Network's Saint Vincent Hospital; each recently investing over \$100 million in their physical plants. Additional investments include the MageeWomen's Research Institute in Erie.

Alongside the area's healthcare and higher education communities, Erie Insurance, a Fortune 500 company headquartered in the center of the city and a business stronghold in the community since 1925, has been a leader in the private sector efforts by driving a huge transformation in downtown Erie and the area's workforce. Over the last few years, the company has invested \$135 million in capital projects and added 250 jobs per year. Currently employing 3,600 people in Erie alone, the company anticipates that this number will climb to 4,000 and beyond with the opening of their new office building. Scott Enterprises, a regional hospitality company, is also planning an investment of over \$100 million on the City's waterfront. A 42-acre Bayfront site, within an Opportunity Zone, also stands ready for residential and commercial development.



With a well-established, thriving, and talented performing arts presence, the city is home to many internationally and nationally recognized artists. The Erie Philharmonic, in continuous existence since 1913, is comprised of a group of professional musicians, a full chorus, and a Junior Philharmonic division that tours the area. Similarly iconic is the Erie Playhouse, the city's more than 100-year-old community theater. The Lake Erie Ballet is a professional company that performs well-known programs throughout the year. The Erie Civic Music Association attracts, sponsors, and books performances by professional musicians, singers, entertainers, and ensembles from around the world. An ongoing multi-million-dollar renovation to the historic Warner Theater will create a world-class performing arts center to rival big city venues.

Equally vital to the fabric of Erie's art culture is the Erie Art Museum, also more than 100 years old, which holds a collection of more than 8,000 objects. Other community assets include the Erie History Center; the ExpERIENCE Children's Museum which is currently undergoing an expansion; the Bayfront Convention Center, the Bicentennial Tower that overlooks Lake Erie; Dobbins Landing, a pier in downtown Erie; the Erie Land Lighthouse, and the Erie Maritime Museum, the home port of the U.S. Brig Niagara. Erie residents tourists alike cheer on the city's home teams including the Erie Sea Wolves, the minor league baseball team; the Erie Otters, a team in the Ontario Hockey League; and the BayHawks, the NBA D league basketball team.

Erie is located equidistant (two hour drive) from Buffalo, New York, and Cleveland, Ohio, and Pittsburgh, Pennsylvania. The City of Erie has a population of just over 101,000 today, with another 200,000 living in the greater Erie area. Erie International Airport/Tom Ridge Field is located five miles west of the city and enjoys daily flights to and from Chicago, Detroit, and Charlotte.

For more about Erie, [watch this video](#) on embracing the city's future.



OPPORTUNITIES AND CHALLENGES

The Erie Catholic Prep Board is excited about the consolidation of Villa Maria Academy and Cathedral Prep into a premier coed Catholic high school, and seeks an entrepreneurial, faith-filled servant leader with a collaborative and inclusive approach who can fulfill the potential of this transformative merger. In particular, candidates should be mindful of the following opportunities and challenges:

1. To fulfill the promise of the merger, the next President will be expected to lead the critical effort of combining the inherent academic, athletic, and artistic resources of Villa Maria and Cathedral Prep into a single unified college preparatory school of even greater excellence, distinction, and impact. One plus one should equal three!
2. It is critical that constituents of both schools feel valued and welcomed into the new community. Faculty, parents, and alumni/alumnae of both schools also emphasize how important it is that Villa Maria's traditions, history, and identity be preserved and honored when the schools are combined.
3. Define what it means to be a leading Catholic school in our time, and where needed, deepen and enrich ECPS' Catholic identity.
4. Embrace the values of diversity, equity, and inclusion throughout the new school and evaluate the effectiveness of Erie Catholic Prep's current DEI initiatives and priorities. Where appropriate, implement plans for improvement and follow up to achieve the desired results.
5. In cooperation with the board and diocese, develop a three-to-five-year comprehensive strategic plan and rally support for the plan.
6. The merger of the two schools presents a vital opportunity to strengthen and optimize ECPS' culture and brand. Shaping the right school culture should be a key institutional priority at this time.

DESIRED QUALITIES AND QUALIFICATIONS

Because of the multi-divisional structure of ECPS, the school operates in a slightly modified version of the President/Principal model with a Vice President of Academics and Student Affairs reporting to the President and overseeing the Principals and the day-to-day academic operations of the school. This seamless organizational structure ensures the highest quality educational experience for the students and frees up the President to function as the outward facing “institution builder” — the vision setter, fundraiser, friend raiser, and public champion of the school’s powerful Catholic identity and values. As such, the Board of Directors seeks a dynamic and mission-driven leader who will use the privileged platform of their presidency to raise the profile and the compelling value proposition of the school in the community and to acknowledge and affirm the excellent work of the faculty and staff.

To qualify, you will need to be a practicing Catholic with a proven track record of success and passion for mission. The Board welcomes candidates from other Catholic or independent schools as well as accomplished executives from other mission-critical career venues such as higher education; non-profit foundations, associations, and charities, and the like; or the corporate, civic, and professional services arenas. While knowledge of education and school operations is preferred, other qualities and experiences will also be greatly valued, especially visionary entrepreneurial leadership and the ability to inspire, lead a high-performing team, and create demand for the extraordinary gifts of an Erie Catholic Preparatory School education.

TO APPLY

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 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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