



CONSORTIUM OF  
CATHOLIC ACADEMIES  
Washington, DC

President

SEARCH PROSPECTUS



# CONSORTIUM OF CATHOLIC ACADEMIES

WASHINGTON, DC

[catholicacademies.org](http://catholicacademies.org)

START DATE - JULY 2022 OR SOONER

Partners in Mission School Leadership Search Solutions, LLC



## MISSION AND CORE BELIEFS

The Consortium of Catholic Academies (CCA) is committed to delivering exceptional academic, social, and financial support to over 850 dynamic and diverse students.

Consisting of four inner-city schools in the Archdiocese of Washington (Sacred Heart School, St. Francis Xavier Academy, St. Anthony Catholic School, and St. Thomas More Catholic Academy), each with its own unique identity, CCA students learn and thrive in a safe and nurturing environment.

The following core beliefs inform the educational philosophy of CCA:

- Education is a collaborative responsibility. Success requires the commitment and participation of the Archdiocese, executive leadership of the Consortium of Catholic Academies as well as pastors, principals, staff, family and community.
- All children can learn. Consortium of Catholic Academies schools combines high expectations with the capacity to identify and develop the unique talents and strengths of each student.
- Good teachers are essential. They must be professionally qualified, well supported and personally capable of helping the whole child to develop.
- Consortium schools are Catholic schools. Integration of the faith through curriculum, and implementation by faculty and staff, will inspire students to reach their academic and personal potential.
- Learning facilities must be efficient, functional, and safe and secure and respect the dignity of each student.

## FAST FACTS



**850**

Students



**4**

Schools



**\$1.75M**

Annual Fundraising

- The long term sustainability of the Consortium of Catholic Academies schools will be achieved by budgets that reflect the mission and are multi-year in scope, transparent and results-oriented.
- Financial assistance serves to optimize the availability of Catholic education.

## HISTORY

The Archdiocese of Washington has long embraced a commitment to spread the Gospel through Catholic education in its parishes and schools. In 1995, the Archdiocese identified a need for additional support at several of its Catholic schools in the District. In 1997, a consortium of schools with a central office to oversee financial and administrative needs was established. Under the consortium model, principals have more time to support and guide staff and students, meeting monthly to share resources and best practices. Today, the Consortium of Catholic Academies (CCA) comprises four Catholic schools, each with its own unique identity, located throughout the city. The executive staff and Board of Directors work closely with the Archdiocese of Washington's Catholic Schools Office to support the needs of every family.

## POSITION OVERVIEW

The Board of Directors is seeking qualified candidates to serve as the next President beginning in Summer 2022 or sooner. These candidates will be ones who will embrace the challenges and joys that come with urban Catholic education.

CCA has been blessed with dedicated and exceptional principals at each of the four schools along with an experienced, devoted leadership team in the central office.

Enrollment at each of the four schools is strong due to the strength of the academic program as well as the vibrancy of the Opportunity Scholarship Program.

The President will be responsible for leading CCA's strategic direction, developing systems to maximize efficiencies across the Consortium, and building awareness and philanthropic support for the schools. Qualified candidates will be practicing Catholics with experience in urban education and a demonstrated ability to lead strategically in a dynamic environment.

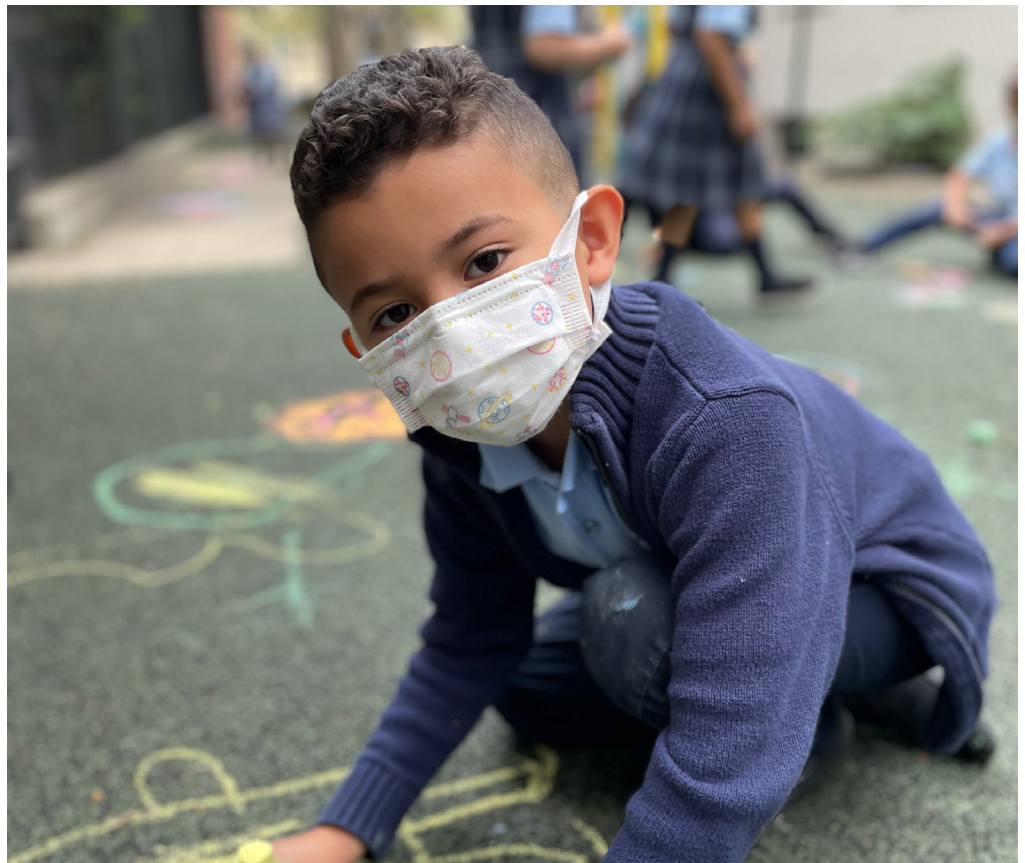


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## OVERVIEW OF THE CONSORTIUM SCHOOLS

The Consortium schools are more than just “a place to learn.” They represent safe havens for children living in difficult neighborhoods and challenging economic situations. Inside school doors, students are members of a loving and supportive community bound together by a community, faith, and respect. On a broader level, the presence of Consortium schools in these neighborhoods reinforces the concept of school as an essential component of a community.

- **Sacred Heart School:** Set in the Washington, DC Mount Pleasant neighborhood, the Sacred Heart School mission is to provide a Two-Way Dual Language education in English and Spanish within a Catholic elementary setting. The bilingual program begins with a complete Spanish Immersion Program in Pre-3, Pre-4, and Kindergarten. Then, transitions to Two-Way Dual Language education in 1st grade through 8th grade. The program nurtures the complete development of each individual student academically, socially, and spiritually. Capable and caring educators ensure that the rigorous academic programs are aligned with core Catholic values and faith. There are 233 students enrolled in the 2021-22 school year.



## FAST FACTS



**85%+**

Students Live Below  
the Poverty Line



**100%**

High School Enrollment Rate



**96%**

Acceptance Rate in First  
Choice High School

- **St. Thomas More Academy:** Built more than 52 years ago, the Academy proudly continues to provide a high quality education to the children of that and surrounding neighborhoods. Classes are offered beginning Pre-K through 8th grade. The school is located in the Ward 8 Highland community. There are 190 students enrolled in the 2021-22 school year.
- **St. Francis Xavier Academy:** Since first opening its doors 73 years ago, St. Francis Xavier Academy has offered a quality, faith-filled Catholic education to students from the Hillcrest community of Washington, DC and Prince George's County. Small class sizes, personalized education and opportunities for cultural extracurricular activities help nurture the whole child. Classes are offered beginning Pre-K through 8th grade. There are 201 students enrolled in the 2021-22 school year.
- **St. Anthony Catholic School:** St. Anthony Catholic School, presently celebrating its 98th year, is located in "the heart of Brookland" close to the campus of The Catholic University of America. The school serves students in Pre-K3 through grade 8. There are 235 students enrolled in the 2021-22 school year.

## OPPORTUNITIES AND CHALLENGES

With strong leadership at the school level and in the operational and advancement functions of CCA, the next President will inherit a mission-driven, motivated team. During the interim period between the last President and this appointment, the Board has become a working one and has closely collaborated with the transition team.

The Board desires a strong leader who will provide clear direction and support to the four principals and the central office team. As CCA has matured, so has the Board and governance functions. There are defined Board committees in all expected and best practice domains. Under a new Chair, the Board desires to move more intentionally into a philanthropic and strategic body with the President charting the priorities for CCA in the years ahead.

While the school choice programs and associated funds have been instrumental in the stable enrollment of each of the four schools, CCA has relied on philanthropic support to bridge the cost-to-educate. The next President will need to seek out and secure additional avenues of philanthropic support for CCA. Part of the additional funding will need to go towards facility and campus infrastructure improvements. CCA has allocated more funds for faculty and staff compensation in recent years. The next President must be well-versed in the areas of financial modeling and forecasting. As such, the next leader must carefully discern where efficiencies can occur and where additional, sustainable funding is needed in order to maintain the level of programming for students and their families at each school.

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CCA will be celebrating its 25th anniversary in 2022-23, and the next President will have this milestone opportunity to shepherd the organization forward and to serve as the most visible spokesperson and advocate for CCA, both within the four school and parish communities and in the greater Washington, DC area.

## **QUALITIES AND CHARACTERISTICS**

The next President must provide dynamic, fearless leadership, supporting the values and mission of CCA while setting a strategic vision and direction for the organization. The President will manage all operations of the CCA central office, lead the four Principals in the day-to-day operational leadership of the schools, and report to the Board of Directors. The President will assure that the mission and vision are realized through the effective work of staff and faculty and reflected in the schools' programs and activities. This will include friend-raising, fundraising, public relations, promotions, and support of the four schools. Being a compelling presence among funders and supporters is a paramount part of the President's role and responsibility. In addition, the President will lead CCA's strategic direction and development, facility planning and infrastructure priorities and improvements, and engage the broader community around the successes of the four schools.





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In particular, the Board of Directors prioritizes the following areas for the next President:

- Work in close collaboration with the school principals, pastors, Board of Directors, and the Archdiocese to develop and execute a strategy that achieves CCA's vision and mission
- Collaborate with the principals to support academic programming customized to the unique needs of each school
- Support the continued best practice systems that support the administrative, financial, operational, and facilities needs of each school, identifying areas for cost-savings and efficiencies
- Create and sustain a culture that attracts, retains, and developed a talented, mission-aligned staff
- Ensure CCA's financial health, reporting, and compliance with all IRS and state regulations
- Ensure a coordinated communications and fundraising strategy among key stakeholders to build greater awareness of and support for CCA and the four schools





- Serve as the public face of CCA at relevant meetings and in public relations media
- Engage regularly with the Board to ensure alignment and effective governance related to critical decisions
- Embrace and model the core beliefs of CCA and apply these consistently across all decision-making

In addition, these attributes and qualities will be sought in candidates:

- A practicing Catholic
- Experience in urban education, working with diverse populations, and a deep understanding of the challenges and opportunities working in inner-city communities
- Executive leadership experience
- Experience building relationships with diverse stakeholders
- Proven ability to collaborate effectively with others to create and execute a strategic plan
- Experience managing an operational budget and strong understanding of key financial metrics
- Exceptional written and oral communication skills and comfort serving as the public face of the organization
- Demonstrated ability to fundraise successfully from individuals, foundations, and companies
- Demonstrated ability to lead, motivate, and develop a professional staff



## PARTNERSHIPS

- University of Notre Dame ACE Program
- Christ Child's School Counseling Program,
- Project Zero at Harvard's Graduate School of Education

## ABOUT THE AREA

Steeped in history, the nation's capital is a culturally rich city and home to more than 70 museums and art galleries, 175 embassies and cultural centers, and countless theaters and outdoor events offering year-round entertainment options. Outdoor enthusiasts enjoy all four-seasons, numerous parks and green spaces, along with 60 miles of bicycle and pedestrian tracks for avid bikers and hikers. Sports lovers cheer on several professional athletic teams, including the Capitals, the Wizards, the Nationals, and the Washington Football Team. Washington, DC is a popular tourist destination but also ranks highly on world livability rankings. The city's diverse neighborhoods provide distinct and unique areas to enjoy culture and arts events, food, and shopping.

The CCA office is located in the Brookland neighborhood. Known as "Little Rome", the area is home to numerous Catholic institutions, including schools, religious communities, shrines, institutes, and other organizations built and based around The Catholic University of America.

## APPLICATION PROCESS

The search committee is on a fast-track to identify and secure the next President. All inquiries and applications will be treated with the highest degree of confidentiality and with the greatest respect.

The successful candidate will be expected to assume the responsibilities of the position in July 2022 or sooner. Do not delay. Connect with us today!

- To apply, please submit the following four documents, confidentially and as separate PDF attachments.
  - » Letter of Interest that aligns your experiences and skill sets 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 "CCA - President" in the subject field.



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

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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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