



Principal

SEARCH PROSPECTUS



CARDINAL NEWMAN SCHOOL

COLUMBIA, SOUTH CAROLINA

www.cnhs.org

START DATE – JULY 2022

Partners in Mission School Leadership Search Solutions, LLC

Redefining Excellence

*In the Classroom
- On the Field - In
the Community
For Their Futures*



MISSION STATEMENT

Cardinal Newman School is a Catholic diocesan middle and high school whose mission is to provide an academically rigorous Christian education to young men and women from diverse socio-economic and cultural backgrounds. We challenge our students to embrace truth, pursue academic excellence, act with integrity, lead courageously, work for justice, and engage in generous service. We are a community where every student is known, the dignity of all is appreciated, and apparent and potential gifts are developed in mind, body, and spirit.

THE SCHOOL

Originally founded in 1858 by the Ursuline sisters, Cardinal Newman opened on the parish grounds of St. Peter's Catholic Church in Columbia as both Ursuline and Catholic High Schools respectively until moving to Forest Drive in 1961, where it remained until December 2015. In January 2016, Cardinal Newman opened a state-of-the-art, 76-acre campus (26 acres added in 2019) at 2945 Alpine Road. Cardinal Newman School is a coeducational institution providing a well-rounded education in a college preparatory atmosphere for students in grades seven through twelve. A wide range of athletics, co-curricular and extracurricular activities are also provided. Cardinal Newman School does not discriminate on the basis of color, national or ethnic origin in any of its policies, practices, or procedures.

FAST FACTS



500

Students



25

AP Courses



34

Honors Courses

ACADEMICS

Cardinal Newman School offers a rigorous academic program in all subjects, including the arts. In addition, they have brought a robust program to the arts. Cardinal Newman strives for excellence by seeking out new and innovative programs, professional development for teachers and a strong commitment to offering the best education for each child. Cardinal Newman School focuses on developing the whole person by integrating key areas of human development: the spiritual, the intellectual, the physical and the emotional/social. Faculty and staff strive to provide an environment that is not only safe and supportive, but also academically and spiritually rich, continually challenging the students.

By keeping class sizes small, students are guaranteed personal attention from the entire faculty. Any student experiencing difficulty in their coursework can seek help from the teacher of that course. All teachers are available to meet with students to offer extra help, assist with study problems, make-up missed work or address other difficulties. The personal care and dedication of these talented education professionals provide students the with the best possible opportunity to be successful.

AP CAPSTONE™

Our AP Capstone programs is an innovative diploma program from College Board that equips students with the independent research, collaborative teamwork, and communication skills that are increasingly valued by colleges. AP Capstone is built on the foundation of two AP® courses—AP Seminar and AP Research—and is designed to complement and enhance the in- depth, discipline-specific study experienced in other AP courses.

THE ARTS

Music

Cardinal Newman's Department of Music offers a diverse and comprehensive music education for all students. They offer Band, Choral, and Orchestral programs as well as the new Cardinal Newman Organ Academy, Piano Studio, and private vocal and instrumental lessons. Students have the opportunity to receive one on-one music instruction, as well as gain large and small ensemble experiences. CN Department of Music's goal is to provide students with a pre-conservatory experience where students leave being prepared for careers in music or with the confidence to keep music in their lives at any level they wish. South Carolina and Cardinal Newman standards outline a nine-area set of content standards for its courses in music: Singing, Performing on Instruments, Improvising, Composing and Arranging, Reading and Notating.

Theater

Cardinal Newman School's Performing Arts program includes courses in Choral Music, Instrumental Music and Theatre Arts. The State of South Carolina and Cardinal Newman School abide by national content and school-wide learning standards that adhere to an eight-fold set of standards for education in Theatre Arts: Story-making/Script-writing, Acting, Designing, Directing, Researching, Connecting, Valuing and Responding, and Relating to History and Culture. These content standards inform and apply to all levels of Theatre education. Similarly, South Carolina and Cardinal Newman standards outline a nine-area set of content standards for its courses in music: Singing, Performing on Instruments, Improvising, Composing and Arranging, Reading and Notating, Analyzing, Evaluating, Making Artistic Connections, and Relating to History and Culture.

Visual Arts

The primary purpose of a Catholic visual arts education is to foster recognition that students have a responsibility as creators, with the help of the Holy Spirit, to become channels through which the mysteries of God's complex creation are revealed. Additionally, a visual arts education is to provide a framework for students in which they can grow in their ability to describe, interpret, evaluate, and respond to the visual arts. In doing so, the school strives to foster an appreciation and awareness of the visual arts, an understanding of the potential importance of art in our everyday life, and an awareness of the power and influence art can have culturally and historically.

THE ROLE OF GUIDANCE

Guidance Counselors, in a Catholic School, serve as a guide and advocate for the student, as well as the key liaison between family and school. They will give direction to the student as to courses of study, helping them to fully develop academically during their time at Cardinal Newman. They do this while having an eye for a student's future, their success, and their ultimate



FAST FACTS



40

SCISA State Championships
earned in the past six years



\$9M+

Merit and talent-based
scholarships earned by the 78
graduates in the Class of 2021



97%

Graduates attending college



destiny. They help a student discover their gifts and develop them. They also ensure that a student is adjusting socially, has the appropriate support to maintain mental health, and has the academic resources they need to find success. Their particular work is to know students well and give them 'guidance' as to their current state and future. This has always been an essential aspect of Catholic education, from its very beginning.

While acting as their advocate, they maintain total confidentiality, always protecting the good name of members of our community. When it comes to course placement, they will help students find appropriate challenges, given their understanding of each individual they counsel. While they do not make decisions about criteria for placement in courses (this is the role of the Department Chair), they do advocate for a student to be properly placed. They also aid teachers to provide what each student may need to grow as a learner and to find success in the classroom. Finally, they maintain communication with parents as to a student's development and needs, as seen at school. Their role is one of support and advocate, and, while they give wise counsel with candor, they should not be involved in the enforcement of disciplinary consequences. Cardinal Newman offers guidance counselors for 7th and 8th grades combined, and individually for 9th-12th, as well as a dedicated College Counselor.

INTERNATIONAL STUDENT PROGRAM

Cardinal Newman School welcomes applications from international students and values the cultural diversity and individual gifts our current international students bring to the student body. The international students appreciate the size of the high school, the inclusive culture, and excellent teachers and curriculum. International students attend Cardinal Newman from one to four years. Some international students choose to stay and graduate, later matriculating to institutions of higher learning in the United States.

FAST FACTS

ACT®

24

Average ACT score in
Class of 2021

SAT

1100

Average SAT score in
Class of 2021



30K+

Service hours completed
in 2019-2021

The opportunity to attend Cardinal Newman School allows qualified foreign exchange students to experience the American culture and earn a college preparatory education all while maturing spiritually and becoming independent. While the school provides on-site tutoring in English as a second language (ESL), they expect international students to be proficient in English speaking, reading, and writing. Students from Thailand, Mainland China, Korea, Poland, France, Germany and Mexico have attended Cardinal Newman School.

THE DELASALLE PROGRAM

St. John Baptist de La Salle, the patron saint of teachers, strongly believed that ALL people, especially the young, have an inherent dignity from being created in the image of God, and that education was the means of developing that inherent dignity. Cardinal Newman wholeheartedly agrees and, since the 2012-2013 school year, the school community has been offering The DeLaSalle Program. It is a full-inclusion program for cognitively challenged students in the 7th through 12th grade. Students involved in the program perform academically between the second and sixth grades, initiate simple written and verbal expression, interact socially with others and work in group situations. The students function with minimal distraction to themselves or others and follow the high behavioral standards of Cardinal Newman School.

Students enrolled in this program attend classes with their peers and have an opportunity to participate fully in the school's extracurricular activities. They also receive specialized instruction in a hands-on learning environment. Through this model the students are required to constantly practice communication, social skills, organization, self-management, and self-advocacy. These combined skills build a strong foundation for independent living and a school-to-work transition.





ATHLETICS

Cardinal Newman believes in the education of the whole person, and that competitive activities are an integral part of that overall educational experience. They strive to develop women and men of character and integrity through spiritual guidance, academic challenges and athletic competition. All students are encouraged to participate in Cardinal Newman's athletic program as part of the healthy development of a well-integrated person.

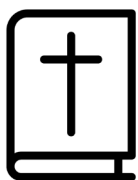
Competition means more than a contest between two schools or two individuals. Competition is a means of teaching a way of life. It teaches fair play. It teaches that no one individual is more important than the team. At Cardinal Newman High School athletics and academics combine to develop physical, moral, social, and spiritual values that will help the student grow throughout life.

The goal for students and teams is to perform at the maximum of each person's capabilities. Every student is encouraged to strive for excellence within the limitations of his/her individual talents. It is the role of the coach/moderator to encourage and help guide this development. Qualified students have the opportunity to participate on one of 24 different sport teams and 42 different athletic teams as a member of the South Carolina Independent School Association (SCISA).

FRASATTI PROGRAM

Pier Giorgio Frassati was born in Turin, Italy in 1901, to a prominent Catholic family. Throughout his short life, Frassati was a champion for poor and underserved communities, understanding that service to those most in need, in the name of God, was his greatest privilege. He was an avid athlete

FAST FACTS



41%

Non-Catholic Students



81

SCISA State Championships

and enjoyed swimming, sailing, skiing, hiking, mountain-climbing, biking, fencing, ice-skating, and horseback riding. His physical prowess and vitality was a calling card, and he often used these skills as a way to spread the word of God and his Catholic ideals, as well as commune with the Holy Spirit.

Continuing the spirit of Frassati, Cardinal Newman is committed to developing each student in the program, intellectually, spiritually and physically. We are excited to offer a comprehensive program bearing the Frassati name, that provides individualized guidance and development for our student-athletes. The Frassati Student Athlete Development Program is designed to take a holistic approach and provide a personalized academic and athletic road map for those of our students who wish to pursue their sport at the collegiate level. Students with this goal can enroll in the program at any time during high school, though we encourage participation beginning in the 9th grade, to maximize the benefits of the Frassati program. The Frassati program consists of four major components: physical development, academic advisement, college guidance, and college recruiting assistance.

STUDENT ACTIVITIES

Cardinal Newman School provides a wide variety of activities and events to enhance each student's school experience. Extra-Curricular activities are designed to allow each student to explore and develop his/her God given talents. They also provide an invaluable opportunity for students to get to know each other outside the classroom.

Life outside the classroom is full of opportunity for every student. Students can pursue leadership roles by getting involved in Student Council; others may find friends and service opportunities in Peer Ministry or the Key Club. Many students pursue their love for the arts in "The Card Players" or the Choir, while others invest their extra time testing their knowledge in the Academic Quiz Bowl.





COMMUNITY SERVICE

By making community service a part of the core curriculum, Cardinal Newman nurtures and trains students for civic engagement and teaches the value of community service for the common good. The school promotes an understanding of the connection between service and what faith, regardless of denomination, calls one to do and practice. Some of the organizations that the students have supported through their service include Home Works, Habitat for Humanity, and Catholic Charities.

In 2019-2021, students provided over 32,000 hours of service to the community, which is valued at over \$60,000. Consequently, 101 students received Presidential Volunteer Service Awards and raised over \$40,000 for worthwhile community organizations. Additionally, the Cardinal Newman Dance Marathon, the first high school marathon in the Midlands, raised over \$320,000 in eight years for Palmetto Health Children's Hospital.

THE POSITION

The Principal's primary responsibility is to serve the school community as its spiritual leader while working collaboratively with the school administrative team, chaplain, campus ministry outreach program, and all other personnel to ensure that Catholic values and teachings permeate the entire curriculum and culture of the school. While serving as the chief executive officer of the school, the Principal has the general charge and control of the following: administrative structure and academic programs, personnel, finances including budget development and implementation, institutional advancement programs, business affairs, facilities, and overall educational program.



The Principal is also responsible for ensuring sufficient resources are available to meet the operational needs of the school, while maintaining sound fiscal management and financial stability through direct oversight of the business operations, development and fundraising, alumni, community relations and enrollment management activities. The Principal is the primary liaison between the school, the Advisory Council, and the Diocese of Charleston. Additionally, the Principal serves as the public-face and chief spokesperson for the school, providing visible and personal leadership in promoting all aspects of Cardinal Newman School.

The Principal is hired by and accountable to the Bishop of the Diocese of Charleston. The Principal reports directly to the Superintendent of Catholic Schools. The Principal is expected to abide by the established policies and procedures of the Diocese of Charleston and the Catholic Schools' Office. As a diocesan employee, the Principal participates in the annual evaluation process, must pursue continuing education and professional development, and must be a practicing Roman Catholic and in communion with the Church.

EXPECTED QUALITIES AND CHARACTERISTICS

As the primary leader of the school's academic program, the Principal needs to be an experienced educational leader with a deep understanding and appreciation for the challenges junior high and senior high students—and their parents—are facing today. In addition, candidates will have outstanding communication and interpersonal skills, the prudence to delegate appropriately, and the will to hold the administrative team, faculty, and staff accountable to shared goals and desired outcomes.

FAST FACTS



76

Campus acres



1:11

Teacher to student ratio



50%

of faculty hold
advanced degrees

The identified qualities and characteristics of next Principal can be summarized as follows:

- Practicing Catholic in communion with the Church who is a faith-filled and Christ-centered servant leader that embraces, models, and champions the mission of Catholic education required.
- Advanced degree in an education related field with five or more years of proven instructional and five or more years administration experience in a college preparatory environment. Demonstrated experience in leading a Catholic school as a current or recent Principal or Head of School is strongly preferred.
- Accomplished visionary able to lead an extensive, innovative, and academically rigorous curriculum that ensures success for all students, based on high standards of excellence.
- Proven capacity in leading mission-critical functions of budget and financial management, institutional growth and development, and high-level fundraising and philanthropic efforts.
- Executive presence that inspires confidence, passion, and persistence amongst all constituents and stakeholders.
- Accessible and approachable leadership style, with the capacity to relate to all internal and external constituents while being extremely visible and interactive on campus and at school-sponsored events - locally and beyond.
- Inspirational, humble, and authentic mentor who instills leadership in others.





- Capacity and desire to build immediate rapport and trust with learning, parent, and alumni communities.
- Familiar with managing the challenges and opportunities of a growing and diverse enrollment.
- Experience developing effective working relationships with diocesan leadership and the school's Advisory Council members.
- Excellent oral and written communications skills and a record of effective interaction with parents, students, teachers, and administrators.
- Excellent presentation skills when addressing students, faculty and staff, parents, and the community in general.
- Well-versed in creating the conditions for market leadership in a competitive college preparatory environment.
- Skilled at identifying, attracting, developing, and retaining high-quality educators with a commitment and passion for delivering an authentically Catholic educational experience.
- Fair, firm, and decisive executive who embraces collaboration while leading with missionary zeal.



THE COLUMBIA COMMUNITY

Columbia is the capital and second largest city in South Carolina, with a population of over 133,000 residents. It's home to the University of South Carolina, as well as the South Carolina State House - a Greek Revival building set in gardens dotted with monuments. Riverbanks Zoo & Garden is a huge park with animal enclosures and botanical gardens. A diverse collection of art spanning many centuries is on display at the Columbia Museum of Art. Dating to 1823, the Robert Mills House is a mansion and museum surrounded by ornate gardens. In the heart of South Carolina, tradition and tomorrow pair perfectly in Columbia. It's a modern city where stately buildings buzz with new business, and centuries-old sites give rise to fresh perspectives. It's a creative hub that's fed by university and capital city communities -- all this in the midst of surrounding natural beauty. With dynamite shopping, food and tons to see and do year-round, it's the real Southern hot spot that will leave a person looking forward to what's next. If short day trips are your liking, South Carolina's mountain region and pristine ocean beaches are easily reached, as are Charleston, Charlotte, Savannah and Atlanta.

APPLICATION PROCEDURE

All applications will be treated with the highest degree of confidentiality and with the greatest respect. To apply, please submit the following materials, confidentially and as separate PDF attachments in one email to Michael Furey. Please include Cardinal Newman School in subject field.

- Letter of Interest that aligns your experiences and skill sets with the current needs of the school as you understand them.
- Current resume with all appropriate dates included.
- Statement of Catholic educational philosophy.
- List of five references including names, physical addresses, phone numbers and email addresses. No references will be contacted without your knowledge and approval.



Assemble all of the application materials in one email to:

Michael Furey, Partner
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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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