



President

SEARCH PROSPECTUS



FATHER RYAN HIGH SCHOOL

NASHVILLE, TENNESSEE

www.fatherryan.org

START DATE – JULY 2022

Partners in Mission School Leadership Search Solutions, LLC



4 LEVELS OF LEARNING

College Preparatory
Honors
High Honors
Advanced Placement

OVERVIEW

Father Ryan High School's long and celebrated history of providing quality Catholic education to the Nashville community began in 1925. As the oldest continuously operating Catholic diocesan school in Nashville, it provides an educational experience that is customized to each of their 850+ students across four learning levels, offering more than 200 academic courses. By creating an environment of personal development that encompasses the whole student spiritually, intellectually, physically, and emotionally, the faculty at Father Ryan High School empower students to live the Gospel daily in ways that strengthens capacity for moral and noble thinking and a responsibility for social justice and mercy.

Mission Statement

Father Ryan's mission is to be an experience of the living Gospel while challenging students to reach their spiritual, academic, and personal potential.

Vision Statement

Father Ryan High School seeks to be a superior co-ed Catholic high school, providing excellence in religious and moral formation, academics, athletics, and the arts while remaining accessible to those seeking an education in the Catholic Tradition.

FAST FACTS



850+

students



62

zip codes represented



100%

admitted to colleges and universities

By allowing students to express and develop their faith through worship, prayer and service, Father Ryan enables each student to live the Gospel daily. From Theology courses to daily prayer, to classroom discussions, the school provides young men and women an educational experience rooted in the Catholic faith.

ABOUT THE SCHOOL

Father Ryan High School's 40-acre campus includes an academic building containing computer labs, science labs, and classrooms. The administrative Cloister Building houses art rooms, band room, dining hall, and the St. James Chapel. The field house contains three full size basketball courts, a wrestling room, workout areas, locker rooms, and coaching offices. The site also has softball, baseball, soccer, lacrosse, football fields and a track. Other additions include a freestanding library, an outdoor sports and event stadium, and the Center for the Arts.

The House System

The school's newest tradition, the House System, helps guide, develop, and grow students outside of the classroom and fosters deeper relationships with teachers and lasting friendships among students of all grade levels. Launched in August 2020, the house system increases the level of mentoring and pastoral care provided to students while increasing opportunities for student leadership. At Father Ryan, there are six different houses, each with an adult Head of House and student leaders. Within each house, students are further subdivided into mentor groups that meet daily. The mentor group is the heart of the House System, for it allows community to flourish and strengthens relationships across the six levels.

Governance

As a diocesan Catholic high school, Father Ryan is subject to the canonical oversight of the Bishop of Nashville and the guidance of the Superintendent of Catholic Schools for the Diocese of Nashville. The Board of Trustees provides direction regarding the school's activities and business affairs, and is charged with exercising fiduciary responsibility for the school.

In 2007, Father Ryan High School adopted the President-Principal model of governance. The president is responsible for the advancement of the mission of the school and serves as the Chief Executive Officer with a special focus on business, development/ advancement, and capital improvements. The President is appointed by the Bishop of the Diocese of Nashville.

The responsibility and authority of this position is given by the Bishop of Nashville through the Corporate Board Members in collaboration with the Catholic Schools Office to the Board of Trustees and therefore is accountable ultimately to the Bishop for the fulfillment of their goals and policies.

FAITH LIFE

Prayer and Sacraments

Father Ryan is rooted in prayer and devoted to God in all they do. Students are invited to worship God daily, and the sacraments allow students to encounter Christ in tangible ways. All are welcome to worship and pray in the Chapel of St. James, which is at the center of the campus and the Campus Life Office. The doors are always open, the Eucharist is always present, and students are always welcome to come and encounter Christ. Students are offered seven theology courses to explore and deepen their faith.

Liturgy

All families, alumni, students, faculty, and staff are invited to Mass every morning during the week at 7:10am in the Chapel of St. James for celebration of the Eucharist. Father Ryan celebrates Mass once per month as a school, and Mass is celebrated on Holy Days of Obligation that fall on school days.

Retreats

Retreats are a treasured component of our lived mission. Annual retreats, conducted for each class separately, afford students the needed time to step away from daily routines and enter more deeply into life with Christ. In addition to personal growth, the classes experience collective growth over the four years through the bonds shared and nurtured at their annual retreats.

Father Ryan also hosts an annual retreat for mothers and daughters, providing a morning of reflection and bonding while growing in faith. Students are also encouraged to participate in other retreats through the Catholic Youth Office and their individual parishes.



FAST FACTS



16

Average class size



68%

of faculty hold advanced degrees



30

interscholastic sports teams



Service Learning

Service learning is key to the Father Ryan experience, for it challenges students to apply the teachings of Jesus Christ beyond the textbook and classroom. Our faculty and staff have secured partnerships with 27 local service partners, and together with parents, encourage students to reach beyond themselves. Putting their Christian faith into action, our students have had a direct hand in improving the lives of our Nashville neighbors and effecting positive change in our community.

Since 2010, Father Ryan High School has hosted the Relay for Life, through the leadership and commitment of students. Inspired by the struggle of classmates who themselves battled cancer, students over the years have run this event with passion and dedication. As the largest student led Relay for Life in the country, Father Ryan raised \$175,233 in 2022. This brings the lifetime total raised by Father Ryan High School students to an impressive \$1.54M.

ACADEMICS

Accredited by the Southern Association of Colleges and Schools and Southern Association of Independent Schools, Father Ryan was the first school in the nation to receive dual accreditation from these two organizations. Academic departments generally offer courses on four levels and students are not necessarily placed in the same level in all subject areas:

- Advanced Placement (College Board courses)
- High Honors
- Honors
- College Preparatory

FAST FACTS



21,484

service hours performed
by the Class of 2021



\$34M

in scholarships offered to the
Class of 2021



9

National Merit Honorees
in 2021

The 27 College Preparatory courses offered at Father Ryan High School are rigorous programs of study which prepare the students for the demands of competitive colleges. Honors, High Honors and Advanced Placement courses are filled by qualification, application, and recommendation only. They are designed to meet the needs of students who have a high level of responsibility, who are capable of independent work, and who possess highly developed thinking skills.

Father Ryan also offers cooperative and academic support programs for students with learning differences. Students in these programs qualify for a range of support services, depending upon the learning difference and its impact on student learning.

ATHLETICS

For nearly a century, Father Ryan High School has been the epicenter of Nashville's Catholic community. With over 125 individual state championships and 65 team state championships, the school has established a major athletic presence among its competitors. An experienced and long-standing roster of accomplished coaches lead 30 interscholastic teams that compete in the TSSAA Division II. The athletic program includes football, basketball, soccer, golf, baseball, track, cross country, volleyball, golf, swimming & diving, tennis, softball, wrestling, lacrosse, ice hockey, bowling, cheerleading and rugby.

In addition, the fitness and strength program, available to all Father Ryan students, provides valuable and life-long training in fitness, nutrition, and health, and is overseen by fitness staff.





MOTTO

***A Tradition
of Faith,
Knowledge,
Service***

VISUAL ARTS AND THEATER

The Visual and Performing Arts Department at Father Ryan provides students with a spectrum of opportunities for pursuing their artistic and performing talents. Working with Father Ryan's award-winning faculty, students can participate in several arts activities, including an annual school play and musical, four different choirs, different dance levels, numerous bands, and studio art, 2D, and 3D design and portfolio development. Whether on the stage or in the studio, students receive exceptional training from the school's teaching artists, working professionally on their craft while teaching in the classroom, in addition to outstanding workshops presented by professional performers and touring companies. Students who participate in the arts have opportunities to perform and compete locally and internationally. There are 31 visual and performing arts course offerings to develop students' talents during their time at Father Ryan, the most of any private school in Middle Tennessee.

CLUBS AND ACTIVITIES

There are hundreds of possibilities for every student, but one aspect is the same: each receives a well-rounded education in an environment where he/she is known and loved. Father Ryan gives each student the means to learn and excel in whatever interests he or she wants to pursue. Students have more than 35 clubs and activities where they can expand their artistic skills, experience new cultures, grow in their faith, explore potential careers and so much more.



FAST FACTS



31

Visual and Performing Arts Courses Offered (the most of any private school in Middle Tennessee)



27

local service partners



11:1

Student-to-Teacher Ratio



PRESIDENT: OVERVIEW OF THE POSITION

Voted 'Top Work Places' by The Tennessean in both 2018 and 2019, Father Ryan has proven to be an excellent employer. Father Ryan Catholic High School is now seeking an eligible candidate to serve as President and continue its legacy of high academic standards and spiritual development of young men and women. The Office of President has as its primary purpose to provide leadership of the school to attain the mission of Father Ryan High School. The President is the Chief Executive Officer of the school and, as such, has the general charge and control of its personnel and budget; of its educational and Advancement programs; of its business affairs; and of its facilities. He or she bears ultimate responsibility for the operation of the school that is accomplished through specific persons as agents of the President.

Working most closely with the Principal, the Board, and in varying degrees, with other groups within the school community, the President of Father Ryan High School provides leadership with regard to the purposes, values, and goals of the school.

Challenges and Opportunities

The Office of President has as its primary purpose to provide leadership in attaining the mission of Father Ryan High School. The Board of Trustees, the leadership team, faculty, and staff have set the stage for the school's next President to further advance Father Ryan's position as a premiere Catholic educational institution.

The President will continue the school's diligent efforts to build inclusivity and ensure ample demand in a highly competitive private school market. He/she will clearly define the value proposition of a high-quality Catholic high school experience, explore new pathways to expand access for those

desiring a FRHS education, and implement effective enrollment management strategies. The President will also foster positive relationships with local parishes and schools in order to fully embody the mission of a diocesan Catholic high school.

The President will work toward a sustainable model for financial stability to address long term capital needs and the recruitment, support, and retention of human resources, including a highly qualified faculty and staff who support the Father Ryan mission. He/ She will continually assess capital and master planning to achieve the mission and recognize the growing importance of engagement and philanthropy to ensure that the mission of the school remains vital and viable for future generations. The President will strive to maintain accessibility for families while continuing to offer a high-quality Catholic education experience for all.

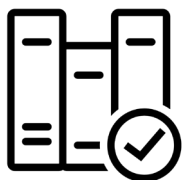
The school will be celebrating its 100th anniversary in 2025, and the next President will have this milestone opportunity to articulate the role of Father Ryan High School and to serve as the most visible spokesperson and advocate for the school, both within the school community and in the greater Nashville area. He/ She will have the opportunity to raise the school's profile by promoting, involving, and engaging students, parents, and alumni in the fullness of the Father Ryan community.

Qualifications

Father Ryan High school seeks enthusiastic and results-oriented candidates with a demonstrated capacity to think strategically while inspiring and motivating the school community, including faculty, staff, students, parents, alumni, and stakeholders to advance the school's vision of excellence.



FAST FACTS



200+

Course Offerings



80

courses offered at
Honors Level or above



35

Clubs and Activities

While the President must have a demonstrated capacity for broad institutional leadership, it is possible for prospective candidates to have attained this experience through a variety of different career paths including secondary or higher education; non-profit management; or work in the corporate or public sector.

The next President of Father Ryan High School is expected to have many of the following qualifications:

- Practicing Catholic in communion with the Church who is a faith-filled and Christ-centered servant leader that embraces, models, and champions the traditions and values of Catholic education
- Advanced degree in educational leadership or business-related field, along with five or more years of relevant administrative experience
- Ability to balance decisive leadership with respectful collaboration and accountability to personify the role of President at a diocesan Catholic high school within the greater context of the mission of the Church
- 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 growth amongst all stakeholders in an ambitious, fast-paced, and results-oriented period of institution-building
- Accomplished and innovative visionary able to lead this distinguished school community while maintaining focus on the student experience at Father Ryan High School
- Through exceptional communication, interpersonal, and public speaking skills, serve as the highly visible face of FRHS capable of purposefully building constructive relationships that inspire support of fundraising and enrollment initiatives.
- Accessible, approachable, and transparent 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
- Well-versed in creating the conditions for market leadership in a highly competitive college preparatory environment while considering accessibility and affordability
- Skilled at identifying, attracting, developing, and retaining high-quality and mission-driven faculty and staff with a commitment and passion for delivering a transformational Catholic educational experience
- Thoughtful, compassionate, courageous, and caring executive who builds relationships while leading with missionary zeal



ABOUT NASHVILLE

The beautiful capital of Tennessee is located on the Cumberland River and is surrounded by rolling hills on all sides. Known for its immensely popular country music influence, Nashville enjoys the title of Music City. In addition to its country music and culture, the city offers an array of activities, including major and minor sports teams, theatre, symphony, art galleries and monuments, and ample parks. The Father Ryan campus is tucked away just south of the city, in close proximity to several partner schools.

APPLICATION PROCEDURE

The next President is expected to start in July 2022.

- 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 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 Father Ryan High School in the subject field.



Assemble all of the application materials in one email to:

Aimee Viana, Partner
aviana@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
8 Nicklaus Way | Mashpee, MA 02649
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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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