



OUR LADY
of
GOOD
COUNSEL
HIGH SCHOOL

President

SEARCH PROSPECTUS



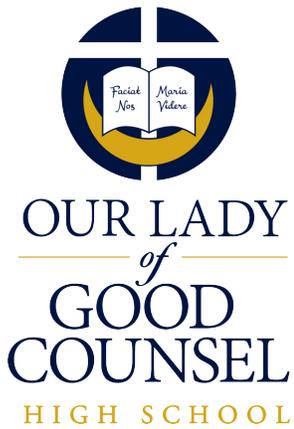
OUR LADY OF GOOD COUNSEL HIGH SCHOOL

OLNEY, MARYLAND

www.olgchs.org

START DATE - JULY 2023

Partners in Mission School Leadership Search Solutions, LLC



Mission Statement

At Our Lady of Good Counsel, a Catholic high school sponsored by the Xaverian Brothers, we inspire our students to excel, serve, and love.



SCHOOL OVERVIEW

Our Lady of Good Counsel High School is the largest co-educational Catholic high school in Maryland. Located between Baltimore and Washington D.C., Our Lady of Good Counsel provides a college preparatory education rooted in the Catholic, Christian values of the Xaverian Brothers.

Serving the greater Washington metropolitan area for more than 60 years, Good Counsel--as the school is known--was founded in 1958 by the Xaverian Brothers as a Catholic high school for boys. After thirty years, the school became co-educational in 1988 and continued to serve an expanding student body at the Wheaton location. Over the decades at the Wheaton campus, enrollment continued to grow, as did the need for a larger, more modern facility. In 2007, the school relocated from Wheaton to its current, cutting-edge campus in Olney.

The school is fully accredited by the State of Maryland and dually accredited by the Association of Independent Maryland and DC Schools (AIMS) and the Middle States Association of Secondary Schools and Colleges. Good Counsel has twice been named a "Blue Ribbon School of Excellence" by the U.S. Department of Education. It is a member of the College Entrance Examination Board, the National Association of Independent Schools (NAIS), the National Catholic Educational Association (NCEA), and the National Association for College Admission Counseling (NACAC).

FAST FACTS



1958

Founded



1,256

Total Students



43%

Non-Catholic Students

Today, Good Counsel has a diverse student body with 51% students of color and an enrollment of over 1200 students. The school has an exceptional faculty with 89% holding advanced degrees. For the 2022-23 school year, tuition is set at \$27,900 with approximately 50% of students receiving financial assistance.

ACADEMICS

As a Catholic school, Our Lady of Good Counsel's academic program is based upon and inspired by the Gospel of Jesus Christ and the teachings of the Roman Catholic Church. Every effort is made to foster a spirit and sense of community supported by a belief in the dignity and uniqueness of everyone.

The Good Counsel curriculum is defined, yet flexible; students can choose a path that allows them to focus on a certain field of study or explore a host of subjects, all while benefiting from a college preparatory program. Teachers personalize the educational process and work with students at all levels of development with the goal of supporting each student. Students challenge themselves in the classroom and explore subjects of personal curiosity in courses such as Aeronautical Engineering, America at the Crossroads, Latin, Bioethics, and Theater Production. For highly motivated students with diagnosed mild learning disabilities, the Ryken Studies Program offers a structured, small-group learning environment.

Good Counsel students of all academic levels find success in the school's 19 Advanced Placement courses, as well as the International Baccalaureate Diploma program, STEM classes, Honors and College Preparatory programs. The school offers 27 IB courses. In 2021, 29 IB subjects were examined with 41 of the 45 candidates in the class of 2021 receiving an IB Diploma. With a 100% college matriculation, students leave Good Counsel prepared to succeed in the world.





ARTS

Good Counsel offers an outlet for every artist to emerge. With programs in choral music, instrumental music, visual arts, dance, and theater, Good Counsel has an outlet for every student to discover his or her artistic side. The school brings students into contact with professional artists from each discipline in a variety of ways, including workshops, mentorships and community-based relationships that connect to the world outside the classroom.

The school offers choral and instrumental music programs; dance classes in agility, balance, and strength; classical dance techniques; jazz dance and modern dance; theater courses that allow students to explore the depths of their talents in acting, directing, playwriting and aspects of theater design; and visual arts courses in art fundamentals, ceramics, drawing & painting, and AP Studio Art.



ATHLETICS

Good Counsel's top-ranked athletics program gives student-athletes the opportunity to pursue their sports at a competitive level. Nationally-recognized as a premier athletics program, Good Counsel holds 71 Washington Catholic Athletic Conference titles from the past decade alone. About 75% of students participate in interscholastic athletics. Students who join the Good Counsel Athletics program learn self-respect, self-discipline, and self-esteem. Most importantly, they understand themselves better as they strive to live the Xaverian values both on and off the field.

Athletic teams include baseball, basketball, cross country, football, indoor track, lacrosse, rugby, soccer, swim & dive, tennis, track & field, cheerleading, field hockey, pom & dance, softball, volleyball, equestrian, golf, ice hockey, and wrestling.

FAST FACTS



51%

Students of Color



104

Total Faculty



13%

Faculty of Color



SCHOOL LIFE

Good Counsel's welcoming and enriching community extends beyond the classroom. The vibrant student life is evident in a range of cultural, academic, spiritual, and social clubs available for students. With retreats, mission trips, and service opportunities, Good Counsel students have countless opportunities to grow and experience the school's values. Campus Ministry is also an important part of student life and integrates Good Counsel's Catholic, Xaverian mission and identity into day-to-day life.

Our Lady of Good Counsel High School offers students extracurricular and co-curricular activities through the club program. The goals of the club program are to foster students' exploration of their areas of interest and to build social and leadership skills. Under the guidance of faculty advisers, students can choose from more than 50 different clubs, and they also have the opportunity to create a new club if there is interest. Students are encouraged to participate in at least one activity each year. At the conclusion of each academic year, outstanding club members are recognized by the club moderator.

CAMPUS

Our Lady of Good Counsel is located on a 51-acre campus in Olney, MD. The campus is home to state-of-the-art academic, arts, worship, and athletic facilities. This includes 11 science and technology labs; a 150-seat chapel; a 650+ seat state-of-the-art Performing Arts Center including dance studio; library; two indoor gyms; a new turf field; a new running track; a baseball stadium with batting cages; five practice fields; two weight rooms; and a comprehensive athletic training room.

FAST FACTS



89%

Faculty with Advanced Degrees



13:1

Student/Teacher Ratio



\$4.8M

Financial Aid Awarded
in 2021-22

THE POSITION

Following a successful, 12-year tenure of President, Good Counsel begins its search for its next visionary school leader who will begin in July 2023. The President reports to a self-perpetuating Board of Directors and has key responsibilities in the areas of mission-stewardship, philanthropy, strategic vision and direction, and leadership of a high-level team of capable administrators.

In the school's collaborative leadership model, the President works closely with an experienced team of senior leaders, including the Principal, the Chief Advancement Officer, the Chief Financial Officer, and the Chief Marketing Officer. The President's main charge is to strengthen and sustain the mission of Good Counsel by upholding the school's tradition of excellent academic and spiritual formation, competitive athletic, artistic and educational extracurricular pursuits, with a focus on the charisma of the Xaverian Brothers. Essential duties include the following:

- Serves as the Chief Executive Officer of the school and as such acts as the primary steward of the school's personnel and fiscal resources
- Ensures Good Counsel's Catholic and Xaverian Brothers identity and character, and its faithfulness to the mission
- Performs all duties and responsibilities assigned by the Board of Directors, consistent with the President's role as the chief executive of the school
- Acts as the public face of Our Lady of Good Counsel High School, including leadership in future capital campaigns
- Exercises a ministry of visible presence at school functions, including alumni and parent groups, student activities, and faculty gatherings – further building a sense of community and animating the Xaverian Brothers charisma





- Leads the development of Strategic Plans (in conjunction with the Board of Directors), execution of the Strategic Plans in conjunction with the Administrative and Management teams, and evaluation of progress against the Strategic Plans
- Defines the hiring process, orientation and retention of an appropriate level of staffing in each functional area of the school, with the support and cooperation of the heads of each functional area
- Supervises the Executive Director in the implementation and execution of Our Lady of Good Counsel High School's Strategic Plan for Diversity, Equity, Inclusion, and Justice
- Supervises the area heads and for the performance of their functional areas: the Principal, the Chief Advancement Officer, the Chief Financial Officer, and the Chief Marketing Officer

EXPECTED QUALITIES AND CHARACTERISTICS

- Proven professional experience in high-level, executive leadership in nonprofit and/or for-profit arenas
- An openness to embrace the tenets of the Xaverian Brothers, continue to uphold the school's Catholic tradition and serve as a spiritual leader of the school community
- Highly collaborative yet decisive approach to leadership
- Comfort with being highly visible, both internally and in the broader Washington, D.C.-Maryland community
- Experience to the school's tradition of excellent academics, strong spiritual formation, competitive athletic, artistic and educational extracurricular pursuits, focus on service to the community, and the importance of faith and family



FAST FACTS



663

Students Receiving Aid



\$9.6M

Endowment



\$38.9M

Received in Scholarships
by the Class of 2022



- A visionary leader that balances current needs and traditions of the school with future needs of the school community
- Charismatic leader with excellent communication skills with both internal and external members of the school community
- Firm understanding and appreciation for the diplomacy required to work with various constituent groups
- Financial savvy
- Experience with building strong relationships with donors/potential donors and success in establishing a strong culture of philanthropy
- Highly relatable to teachers, staff, parents, students, and alumni
- Pastoral approach to leadership

OPPORTUNITIES AND CHALLENGES

As the school looks to seat its largest freshman class in school history, the next President will be called upon to balance the demands for the institution and the needs of the faculty and staff called upon to serve the students and their various interests and needs. The school will conclude its current five-year strategic plan in 2024, and planning is well underway for mapping out the strategic priorities at Good Counsel.

Given the school's large size and scope, there is an inherent challenge in offering an abundance of programs. The next leader will be called upon to discern strategically which programs to capitalize on and which programs may no longer serve the school's mission.

The next President will need to navigate the growing challenges of affordability and accessibility in a competitive school marketplace. A skilled fundraiser, the next school leader will be called upon to advance further the culture of philanthropy at Good Counsel and grow the endowment and other revenue streams. This will help the school become less tuition-driven and foster long-term sustainability to serve mission-aligned students and their families.

There is a keen desire for the next President to have some experience and familiarity with the academic domain of a high-profile college preparatory school. As the school looks to chart a clear academic vision, the next school leader will need to work closely with the principal in ensuring this vision is well-articulated and effectively executed with the faculty.

ABOUT THE AREA

Olney, Maryland is located between two major urban areas; the city is about 15 miles north of Washington, D.C., and 30 miles south of Baltimore. With a current population of 35,820, Olney was largely agricultural until the 1960s, when the growth of the District of Columbia's suburbs led to its conversion into a mostly residential area. Today, Olney is a vibrant and family-friendly community that is home to more than 250 local businesses. Living in Olney offers residents a sparse suburban feel and most residents own their homes.

Founded in 1938 and located directly across the street from Good Counsel, the Olney Theatre Center is one of two state theaters in Maryland. It presents professional level dramatic and musical live theatrical productions in its large and modern playhouse on the east edge of town, drawing audiences from across the Washington metropolitan area. The community is also home to an October Community Night that takes place on the Good Counsel campus and a large community festival in April, known as "Olney Days." The event includes a parade, charity bike ride and walk, and movie night. Olney has more than a dozen houses of worship of multiple faiths, including Catholic, Episcopalian, Methodist, Jewish, Seventh-Day Adventist, Baptist, and Latter-Day Saints.





APPLICATION PROCEDURE

To apply, please submit the following four documents, confidentially, and as separate PDF attachments.

- Cover letter that aligns your experiences and skill sets with the current needs of Our Lady of Good Counsel High School as you understand them
- Statement of Catholic educational philosophy
- Current resume with all appropriate dates included
- List of five references to include names, relationships, phone numbers, and email addresses (No references will be contacted without your knowledge and approval.)

Please include "Our Lady of Good Counsel High School" in the subject field.



Assemble all of the application materials in one email to:

Kyle Pietrantonio, Partner
kpietrantonio@partnersinmission.com
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202-390-0230 (Cell)
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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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