



Principal

SEARCH PROSPECTUS



ARCHBISHOP BORDERS SCHOOL

BALTIMORE, MARYLAND

abbschool.com

START DATE – JULY 2023 OR SOONER

Partners in Mission School Leadership Search Solutions, LLC



ABOUT

Archbishop Borders School presents an exciting opportunity to lead a vibrant Catholic school with a distinct bilingual and bi-literate educational mission. The school is located on the Sacred Heart of Jesus Parish campus, where the School Sisters of Notre Dame began educating students in 1876. Archbishop Borders School opened as a community school in 2002 in Baltimore's Highlandtown neighborhood. In 2010, Archbishop Borders School, in partnership with the Roche Center of Boston College and their Two-Way Immersion Network for Catholic Schools (TWIN-CS), launched its dual-language program in English and Spanish beginning with its Pre-K students. The Dual Language Program is an additive bilingual program with particular focal points in bilingualism, bi-literacy, and biculturalism. It is still the only program of this kind in Maryland.

Archbishop Borders School is one of four community schools in the Archdiocese of Baltimore. As such, the school enjoys collaborative partnerships with distinguished institutions and community resources. The community partnership program provides students with enhanced opportunities that foster improved student learning, stronger families, and healthier communities.

Archbishop Borders School benefits from solid enrollment, talented and skillful leaders and staff members, generous tuition support partners, strong support from the Archdiocese of Baltimore and Sacred Heart of Jesus Parish, key professional relationships within the Two-Way Immersion Network of Catholic Schools, and community partnership program.

FAST FACTS



8:1

Ratio Pre-K Student to
Teacher & Assistants



16

Average Class Size



5

University Partnerships

The school's next Principal can expect to make an immediate, positive, faith-driven difference in the lives of Baltimore City's young people within the context of the school's unique two-way dual-language immersion program.

Mission Statement

Archbishop Borders School is a dual-language Catholic community school that prepares its students to be dynamic members of society through an educational experience informed by diversity, faith, and academic excellence.

Belief Statements

As a Catholic School, we believe that:

1. A Christ-centered school environment fosters the growth of spirituality, character, and mindfulness, cultivating an enduring dedication to service, social justice, and leadership.
2. An engaged and intentional dual-language education prepares our students to participate and thrive in a diverse world.
3. Each child is a valued individual with unique needs and abilities.
4. Exceptional teaching inspires students to be lifelong learners and critical thinkers who are actively engaged in their learning.
5. Positive relationships and mutual respect are integral to the success of our school.
6. All members of the Archbishop Borders School community share the responsibility for advancing the school's mission.

Vision Statement

Archbishop Borders School will be recognized as a pre-eminent dual-language PreK-8, Catholic school within the Mid-Atlantic region, committed to the growth and success of each child.

Governance

Archbishop Borders School is administered by the Archdiocese of Baltimore Catholic Schools. The school maintains an advisory board and works in conjunction with Sacred Heart of Jesus Parish. The Principal reports to the Archdiocesan Superintendent.

Faith Life

Archbishop Borders School begins and ends its day in prayer. Students and staff attend weekly bilingual Mass at Sacred Heart of Jesus Church. Students have the opportunity to grow as servant leaders during Mass through altar serving, becoming a lector, gift-bearing, or assisting with Mass music. Students have prayer buddies and a partner from another class within the

school. The school also have ever-expanding service and peer ministry programs. Religion is taught daily, and the school incorporates numerous traditions from the Latino Catholic Church, most notably song-filled processions for saint's days, Our Lady of Guadalupe, Las Posadas, Dia de Los Muertos, and Three Kings' Day.



ACADEMIC PROGRAM

Dual Language Program

Archbishop Borders School's unique, dual-language curriculum combines the Archdiocese of Baltimore Course of Study, which meets or exceeds the requirements of the Maryland State Department of Education, with the initiatives of the Boston College Roche Center's Two-Way Immersion Network of Catholic Schools (TWIN-CS). The dual-language curriculum extends from Pre-K 3 through eighth grade.

The Dual Language Program is an additive bilingual program where bilingualism, biliteracy, and biculturalism are the focal points for the growth of the learner. In the Dual Language Program, the language majority students (in this case, English) and the language minority students (in this case, Spanish), are served in the same classroom. Both groups of students share the same instructional strategies, either in English or Spanish, to promote learning and cross-cultural cooperation. For a child enrolled in the program from PK4 or Kindergarten, the expectation is that he or she will have acquired an advanced level of proficiency in a second language (Spanish or English) and have fully developed his or her primary language (Spanish or English) by fifth grade. **Through the Dual Language Program, students understand and appreciate the cultural differences and perform at high levels of academic rigor.**



FAST FACTS



11

Countries Lived in by
Faculty & Staff Members



200

Total Students Enrolled
for 2022-2023



22

Partner Schools in the Boston
College Two-Way Immersion
Network for Catholic Schools



In Middle School, the students “refine” their academic language through content classes in Spanish or through literature and grammar.

Additionally, students explore art, music, technology, and physical education throughout the week. The school’s faculty and staff ensure that students are prepared for their future and come away as critical problem solvers with an appreciation for multicultural communities.

Early Childhood

The underlying instructional strategy in early education throughout preschool is the use of organized and free-play activities that are intended to provide opportunities for the child to interact, explore, and relate positively in his/her environment.

The Early Childhood Program uses a multi-sensory, hands-on learning approach to teach fine motor skills as well as auditory and visual learning using center time, books, songs, technology, and art. Free play, story time, show and tell, music, crafts, and outdoor play fill the students’ day. Children attend prayer services, participate in community service projects, and are provided with numerous cultural activities.

Elementary School

The aim of the kindergarten program is to develop the unique abilities of each child. Spiritual, intellectual, physical, and social-emotional growth is nurtured through the integration of school, family, and faith. In this self-contained environment, each child receives instruction in religion, math, language arts, science, and social studies.

FAST FACTS



\$6,550

Annual Tuition
(Plus Generous Financial Aid)



2,000+

Food Items Donated to Assisi
House in Spring 2022



1 of 3

Archdiocesan Schools
Designated as
"Community Schools"

The primary grades are self-contained. Religion, language arts, math, science and social studies are taught daily. Each year builds upon the previous year's skills.

The primary level learner is beginning a journey of faith. By participating in Mass, prayer services, community projects, and open dialogs with teachers, the primary student can focus on many basic concepts. Language arts is taught incorporating phonetic and English skills. Through literature, this course of study fosters students' Catholic identity, shaping them to be models of Christian living for others. Students experience a curriculum that is rigorous and rich in literature, oral and written language, grammar, writing, vocabulary, informational literature, and multimedia/technology.

Mathematics provides the foundation upon which all learners build the critical thought competencies necessary in today's world. Each of these subjects allows the primary student hands-on experiences, lively discussions, and a risk-free environment for questioning. Physical, earth, and life sciences are introduced and expanded upon each subsequent year through the primary grades. Social studies explores the roles of families, neighborhoods, and global communities. Additionally, weekly classes in art, computer technology, media, music, and physical education complement the primary experience.

Middle School

Students in grades 6 – 8 are taught in a departmentalized setting by teachers who specialize in specific subject areas. A cross-curricula team approach is used.

Students learn time management skills, note-taking skills, gain self-confidence, and ultimately are prepared in every way for quality high schools. Middle school students continue to pursue accelerated curricula in math, science (laboratory courses), and English. Technology integration is achieved through project-based learning. In language arts, students learn to apply and refine writing, critical thinking, and analytic skills across academic disciplines.

STUDENT LIFE

Archbishop Borders School encourages students to grow and develop both inside and outside the classroom. Extracurricular programs offer students opportunities to foster their passions and talents.





The Arts

Students receive art instruction once each week. They are introduced to several distinct forms of media and their work is proudly displayed throughout the school.

Music

Musical concepts are taught through singing, listening, and movement. These concepts are reinforced and built upon through exercises and songs. Students are taught music history, theory, and aural skills. They also use the piano keyboard, guitar, and a variety of percussion instruments to further enhance their music education.

Athletics

Archbishop Borders School offers a number of sports opportunities including CYO Soccer in the fall, CYO Basketball in the winter, Patterson Park Baseball League in the spring, as well as a program called Soccer Shots offering on-site soccer practice for students through age eight.

Clubs and Activities

Archbishop Borders School is proud to offer several clubs and activities including:

- Student Council
- Student Ambassadors
- Girl Scouts
- STEM Club
- Additional teacher-led clubs

School Garden

Annually, Archbishop Borders students plant a community garden. Recent gardens have included cucumbers, peppers, tomatoes, sunflowers, and more. Future plans include adding native plants with the intention of guiding students to understand how to “think global, act locally.”

COMMUNITY PARTNERS

Archbishop Borders School benefits from many organizations and people who contribute their time, energy, services, and support to students and staff. Due to community partners, the school provides expanded academic offerings and creates fun and invigorating opportunities for its students. Community partners include:

- Archdiocese of Baltimore Partners in Excellence Scholarship Program
- Sacred Heart of Jesus Church
- St. Patrick Catholic Church
- GB Charities
- Women’s Education Alliance



- Boston College Roache Center for Catholic Education
- Abrakadoodle
- Somos Baltimore Latino
- Two-Way Immersion Network for Catholic Schools
- Girl Scouts of Central Maryland
- Future Makers
- Baltimore Robotics Club
- Loyola University Maryland
- Notre Dame of Maryland University
- Port Discovery Children's Museum
- Patterson Park Audubon Center

THE POSITION

The Principal is the ministerial and academic leader of the school, vested with the authority and the responsibility to ensure:

- Mission Integration: Faithful to the teachings of the Roman Catholic Church and the directives of the Archdiocesan Bishop, the Principal promotes the fundamental characteristics and values of a Catholic school ensuring that the mission of the school is understood, promulgated, and lived.
- Academic Program: As the academic leader of the school, the Principal ensures that the academic program meets Archdiocesan and state requirements, is rigorous, and provides for an outstanding educational experience resulting in students being well-equipped to meet the challenges of their next phase of life.
- Leadership: The Principal shares with the Pastor a responsibility for providing personal and visible leadership for the school faculty, staff, students, and families on issues related to the mission and goals of the school.

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- Fiscal Management: The Principal's primary responsibility in the area of finance is compliance with Archdiocesan policy and oversight of all school funds as they relate to the approved school budget. In addition, the Principal provides for the safe operation and maintenance of the school property and facilities.
 - Public Relations: The Principal directs marketing efforts and recruitment strategies. All public relations, including press and media contacts, are coordinated and approved by the Principal in his/her capacity as spokesperson for the school. The Principal also represents the school in the public forum and personally meets with selected constituencies to improve school-community relations.
 - Supervision of Programs and Personnel: The Principal consults with the Pastor and the Superintendent of Schools concerning the appointment of school personnel. In addition, the Principal conducts professional evaluations of the performance of school personnel. The Principal approves all school policies and programs and verifies that they are consistent with Archdiocesan policies and the stated mission of the school.

Ideal candidates will possess the following characteristics and attributes:

- 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 while promoting a strong and vibrant Catholic identity.





- Advanced degree in an educational administration or related field, with a minimum of five years of instructional and administrative experience. Current Principal or administrative licensure expected or able to be obtained.
- Ability to communicate in English and Spanish in both the written and spoken word.
- Exceptional communication, interpersonal, and public speaking skills while serving as the public face of Archbishop Borders School in building constructive relationships with all stakeholders that inspire crucial support in its school initiatives.
- Visionary with demonstrated success in addressing immediate school community needs and long-term goals. Experience in planning and implementation, fiscal management, and school program oversight.
- Well-versed in creating the conditions for market leadership.
- Accomplished educator with proven success and the ability to lead an extensive, innovative, and rigorous dual-language curriculum that ensures success for all students, based on exacting standards of excellence.
- Accessible and approachable leadership style, with a willingness to relate to students, faculty, families and community leaders while being visible and interactive on campus and at school events.
- Skilled at identifying, attracting, developing, and retaining high-quality educators with a commitment and passion for delivering a transformational Catholic educational experience.
- Proven leadership in ongoing professional development, evaluation, and student assessment

This special school awaits a passionate bilingual leader who wishes to make a positive difference for children and the Church in the heart of Baltimore.



ABOUT THE AREA

Located about 40 miles northeast of Washington D.C., Baltimore is a major city in Maryland with a long history as an important seaport. Fort McHenry, birthplace of the Star-Spangled Banner, sits at the mouth of Baltimore's Inner Harbor. Today, the harbor area offers shops, upscale crab shacks, and attractions like the Civil War-era warship — the USS Constellation, and the National Aquarium, showcasing thousands of marine creatures.

Historically a working-class port town, Baltimore has sometimes been dubbed a "city of neighborhoods", with 72 designated historic districts traditionally occupied by distinct ethnic groups. Most notable are three downtown areas along the port: the Inner Harbor, frequented by tourists

due to its hotels, shops, and museums; Fells Point, once a favorite entertainment spot for sailors but now refurbished and gentrified; and Little Italy, located between the other two, where Baltimore's Italian American community is based.

Baltimore is the home of numerous places of higher learning, both public and private. 100,000 college students from around the country attend Baltimore City's accredited two-year or four-year colleges and universities including Johns Hopkins University, Loyola Marymount University, St. Mary's Seminary and University, Notre Dame of Maryland University, University of Maryland-Baltimore, Coppin State University, Morgan State University, and others.

The city is home to Major League Baseball's Baltimore Orioles and the National Football League's Baltimore Ravens.

APPLICATION PROCEDURE

- To apply, please submit the following documents, confidentially, and as separate PDF attachments.
 - » Cover letter 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 three references with names, 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:

Chris Keavy, Partner
ckeavy@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
8 Nicklaus Way | Mashpee, MA 02649
508-737-9154 (Cell)
www.partnersinmissionslss.com



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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