



President

SEARCH PROSPECTUS



ST. MARY ACADEMY -- BAY VIEW

RIVERSIDE, RHODE ISLAND

www.bayviewacademy.org

START DATE - JULY 2023



ABOUT

St. Mary Academy - Bay View, founded by the Religious Sisters of Mercy in 1874, is an all-girls' school and is a member institution of the Mercy Education System of the Americas, a sponsored ministry of the Sisters of Mercy. Bay View's campus is located in Riverside, Rhode Island, five miles east of the state Capitol building.

The focus on single-sex education is rooted in the belief of Catherine McAuley, foundress of the Sisters of Mercy, that:

"There is nothing more conducive to the good of society than the education of young women."

Girls attending all-girls schools are more likely to have an experience that supports their learning than are girls attending coed schools (independent and public). In particular, students at all-girls' schools report:

- Higher Aspirations and Greater Motivations
- Challenged to Achieve More
- Actively Engaged in Learning
- Prepared for the Outside World
- Comfortable Being and Expressing Themselves
- Greater Gains in Academic and Life Skills

As such, St. Mary Academy instills confidence, fosters academic excellence, enhances aspirations, and encourages engagement in the classroom and extracurricular activities.

FAST FACTS



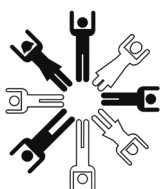
392

Current Enrollment



44

Communities Represented



23%

Students of Color

Nearly 400 students are drawn from nearly 50 cities and towns throughout Rhode Island, Southeastern Massachusetts, and Northeastern Connecticut. Middle and Upper School students are selected based on a rigorous entrance examination as well as superior academic achievement. Bay View welcomes and appreciates the community enrichment that ethnic, cultural, and religious diversity provide.

St. Mary Academy - Bay View is accredited by the New England Association of Schools & Colleges (NEASC) and is a member of the National Association of Independent Schools (NAIS), the National Catholic Education Association (NCEA), the National Coalition of Girls' Schools (NCGS), and the Council for Advancement and Support of Education (CASE).

Mission

St. Mary Academy - Bay View is an independent, Catholic school serving a diverse population of girls from preschool through grade twelve. In the tradition of the Sisters of Mercy, we foster academic excellence in an innovative and creative learning environment. We are committed to empowering each student to be a confident, independent, compassionate, and socially conscious young woman who fully lives her faith.

Core Values

The school supports and actively implements the Mercy values of:

- Compassion and service,
- Educational excellence,
- Concern for women and women's issues,
- Global vision and responsibility,
- Spiritual growth and development, and
- Collaboration

Governance

There is a 14-member Board of Trustees.

ACADEMIC PROGRAM

St. Mary Academy - Bay View is one academy housing three schools - Lower School (Preschool-Grade 5), Middle School (Grades 6-8), and Upper School (Grades 9-12).

The Academy's mission is carried out in developmentally appropriate ways across the three levels, and all are targeted to girls - the way they learn, play, grow, relate, and thrive.



The curriculum, like the mission, is based on an all-academy approach. Each subject area, from science and mathematics to world languages, performing arts, and physical education, is incorporated beginning at age three and progresses until students graduate from the Upper School.

The Preschool provides activities with a focus on creativity, independence, and curiosity, fostering a young girl's relationships with her peers while enhancing her level of autonomy.

The Lower School recognizes the gifts and talents of every girl, resulting in enthusiastic learners who are independent, self-aware, and resilient.

The Middle School serves the intellectual, emotional, physical, social, and moral needs of adolescent girls. It provides a safe, nurturing environment for the transition from a self-contained elementary school setting to the larger, more self-directed high school environment.

The Upper School's rigorous curriculum is delivered by an exceptional faculty who incorporate problem-solving, critical thinking, collaboration, and experiential learning to motivate students. Customized scheduling affords students a range of placement in high-level classes to suit their talents and learning needs - from level one to honors, Advanced Placement, and college courses.

As a result, St. Mary Academy girls are inquisitive, curious, and faith-filled stewards of Mercy who feel they are valued. They are scientists, artists, writers, mathematicians, musicians, and athletes ready to take on the challenges of the global world and schooled to find their voices.



FAST FACTS



49%

Students Receiving Financial Aid



100%

College Matriculation



86%

Faculty with Advanced Degrees



Of note, the school was recently honored by the College Board AP® with Computer Science Female Diversity Awards in AP Computer Science Principles in 2018 and AP Computer Science A in 2021. The award recognizes schools that are closing the gender gap and expanding young women's access to computer science coursework.

CAMPUS MINISTRY

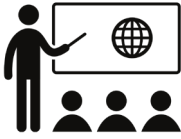
Campus Ministry is faithful to and ensures that the essential core values (dignity, integrity, spiritual growth and development, respect, hospitality, appreciation of diversity, collaboration, compassion, justice, and service) are expressed and emulated by students, faculty, and staff.

Campus Ministry engages in all aspects of campus life through prayer, liturgy, community outreach-education for justice and peace, retreats, and pastoral care. Peer Ministry, an Upper School component of Campus Ministry, fosters the spiritual life of the individual as well as the development of leadership within the life of the students who choose to be of service to the school community and beyond.

ATHLETICS, CLUBS, AND ACTIVITIES

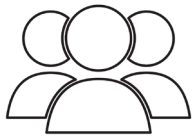
St. Mary Academy - Bay View is a member of the Rhode Island Interscholastic League. Athletes reap the benefit of the state-of-the-art Athletic Wellness Center, considered by many to be one of the finest athletic facilities in the state. It boasts a three regulation-sized basketball courts, multi-use classrooms, training room, whirlpool tub for injuries, and a workout room with Nautilus, treadmills, ellipticals and numerous ergometers.

FAST FACTS



8:1

Student to Teacher Ratio



18

Average Class Size



10K+

Alumnae Throughout the
Region and Across the Globe

Our athletes have gained recognition for St. Mary Academy – Bay View through repeated championship competition play and for their display of good sportsmanship.

Upper School students may participate in 17 sports during the Fall, Winter, and Spring seasons including cross country, field hockey, tennis, volleyball, soccer, dance, cheerleading, basketball, swimming, indoor track and field, ice hockey, gymnastics, squash, lacrosse, outdoor track and field, softball, and sailing.

Middle School students may participate in cross country, soccer, basketball, outdoor track, softball, and volleyball.

The Upper School boasts 29 clubs and activities for girls to expand and grow their talents outside of the traditional classroom setting. Likewise, the Middle School offers 9 clubs and activities for students to begin exploring their opportunities.

THE POSITION

The President is responsible for establishing a vision for the school and implementing the policies of the Board of Trustees and the Sisters of Mercy. The President oversees the operations of the President's office, general operations, personnel management, finances, strategic planning, advancement and fundraising, enrollment, marketing, branding and public relations, and the maintenance and care of the physical plant.





MOTTO

***Courageous
Action.
Selfless
Spirit.***

The President represents the school to all of its constituencies and to the general public, while serving as the schools' spokesperson. Most important, the President is a role model in faith-filled leadership for faculty, staff, parents, and students and bears responsibility for the integration of the Sisters of Mercy charism throughout the community.

Serving as the Chief Executive Officer of St. Mary Academy - Bay View, the President is directly responsible for the management of the school, which includes ensuring sufficient resources, sound fiscal management, enhancement of facilities, and adherence to the educational and spiritual mission of the Sisters of Mercy. The President is employed, supervised, and evaluated by the Board of Trustees, subject to the consent of the Mercy Education System of the Americas.

Working in collaboration with the Principal, the President oversees academic and student affairs. The President also serves as the primary liaison between Bay View and the Sisters of Mercy, Mercy Education System of the Americas, the school's Board of Trustees, the Diocese of Providence, partner parishes and schools, and the broader academic, civic, and business communities. The President is ultimately responsible for the successful operation of Bay View, accomplished through effective strategic and operational planning and empowerment of an effective administration, faculty, and staff.

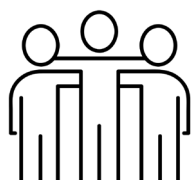


FAST FACTS



\$16M+

Funds Raised FY's 2017-2022



49

Current Senior Class



\$20.3M

Scholarships Earned by
the Class of 2022



THE OPPORTUNITY

Similar to Catholic schools across the country, St. Mary Academy-Bay View faces the critical challenges of: sustaining and growing enrollment in a highly competitive market with a shrinking pool of prospective students, providing fair and competitive compensation for faculty and staff, implementing contemporary curriculum and related student learning experiences, keeping tuition at affordable levels, providing adequate levels of tuition assistance, and continually updating facilities to support academics, athletics, the arts and co-curricular activities.

The ideal candidate will be able to articulate a direction and priorities for the school through the implementation of its recently approved strategic plan and have experience in overseeing and utilizing opportunities with and among other educational institutions and community organizations. As a visible presence within and outside the school community, the President must be able to advance the marketing and advancement initiatives of the school. Ideally, the successful candidate will have significant executive leadership experience, expertise in financial and business management, able to articulate Bay View's value proposition, and a proven track record of acquiring funds through the solicitation of major gifts, planned gifts, and capital campaign contributions. Candidates should possess exemplary communication and relationship building skills that inspire confidence and collaboration.

Finally, the new President should have a passion for advancing the mission of Catholic education, particularly the single gender education of young women in the Sisters of Mercy tradition, possess an understanding of the President/Principal model of administration, and be comfortable working with a committed Board of Trustees, the Sisters of Mercy, and Mercy Education System of the Americas

FAST FACTS



18

Advanced Placement Courses



26

Clubs, Music, And Art Programs



19

Varsity Sports

Applicants are expected to have an active Catholic faith life and possess an advanced degree in an educational or business-related field. Salary is competitive with the local market and commensurate with experience.

QUALITIES AND CHARACTERISTICS

We seek candidates who are mission-driven leaders with a demonstrated capacity to think strategically while inspiring and motivating faculty, staff, students, parents, alumnae, and stakeholders to advance the school's vision of excellence based on the Sisters of Mercy beliefs and mission.

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

The President of St. Mary Academy-Bay View is expected to have many of the following qualifications:

- An active Catholic who has a genuine respect for religious and intellectual freedom and the faith and religious beliefs of others.
- Capacity to comprehend, embrace, model, and promote this Catholic community imbued by the charism of the Sisters of Mercy as captured in its Core Values.





- Enthusiastic and articulate advocate for the advantages of all-girls education.
- Commitment to and skill in building and strengthening a diverse and inclusive community consistent with a Catholic identity and the ability to navigate diverse cultural and social situations with ease.
- 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.
- Executive presence with demonstrated distinction in a wide variety of areas involved with successfully leading an educational, business, or other institutional community, specifically in matters pertaining to marketing, enrollment management, financial management, facilities management, strategic planning, alumnae relations, and fundraising.
- Highly skilled relationship builder with proven ability to cultivate partnerships with other organizations in education, business, and philanthropic communities to ensure exceptional growth and leadership opportunities for students.
- Hands-on management experience that demonstrates vision and courage and the ability to communicate and lead effective change.
- Self-motivated individual with excellent ability to work collaboratively in a President/Principal model and with the full range of school constituencies.
- Experience developing effective working relationships with Board of Trustees members.
- Experience in organizational development and problem solving.
- Commitment to and skill in building and strengthening a diverse and inclusive community consistent with a Catholic identity and the ability to navigate diverse cultural and social situations with ease.
- Exceptional oral and written communications skills and ability to effectively interact with parents, students, teachers, and administrators.
- Excellent presentation skills when addressing faculty and staff, parents, and the community in general.
- Experience integrating research, data analysis, and metrics to help define and achieve desired outcomes or benchmarks of excellence.
- Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.



APPLICATION PROCEDURE

Interested and qualified candidates are invited to contact Michael Furey in confidence. Candidates choosing to apply will ultimately need to submit the following materials as separate PDF documents:

- A thoughtful cover letter expressing their interest in this particular position
- A current resume
- A one-page statement of Catholic educational or leadership philosophy and practice
- A list of five professional references with name, relationship, phone number, and email address of each. References will not be contacted until or unless a serious mutual interest is established and not without the candidate's permission.

Please include St. Mary Academy – Bay View in the subject field.



Assemble all of the application materials in one email to:

Michael Furey, Partner
mikefurey@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
8 Nicklaus Way | Mashpee, MA 02649
570-730-2655 (Cell) | 877-738-4810 (Office)
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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