



Principal

SEARCH PROSPECTUS



CHARLOTTE CATHOLIC HIGH SCHOOL

CHARLOTTE, NORTH CAROLINA

www.charlottecatholic.org

START DATE – JULY 2023

Partners in Mission School Leadership Search Solutions, LLC



ABOUT

Charlotte Catholic High School is a diocesan, coeducational college preparatory high school serving more than 1,200 students in grades 9-12. This vibrant school community is an outgrowth of an educational program which began in 1887 at St. Mary's Seminary, in what is now uptown Charlotte. Charlotte Catholic moved to its new campus in 1995.

One of nine Christ-centered schools comprising the Mecklenburg Area Catholic Schools (MACS) consortium in the greater Charlotte area, Charlotte Catholic students develop a strong foundation of Catholic values through prayer, study, and outreach. Helping students see the value in a life of faith and service means they will carry these principles with them in their academic pursuits and throughout their lives. A rigorous and challenging curriculum is taught by top-notch faculty who use leading-edge technology to ensure students are prepared to meet a progressive future. Faculty and staff challenge students to think critically, read purposefully, write effectively, and communicate clearly – all factors enabling students to reach their full potential. No matter the endeavor they choose to pursue, students graduate with a strong work ethic, a desire to achieve excellence, and a faith-filled heart to serve.

Mission Statement

Charlotte Catholic High School is an educational community centered in the Roman Catholic faith, which teaches individuals to serve as Christians in our changing world.

FAST FACTS



1,208

Current Enrollment



\$23M

State of the Art Theatre Recently Completed as Part of a Campus Expansion and Renovation

AP

77%

Average of Students Scoring 3 or Higher on AP Exams

Vision Statement

Our Charlotte Catholic High School community seeks to inspire Christ-filled lives that are nourished by prayer, charity, and the sacraments, as well as committed to social justice and the dignity of all life, always recognizing the pursuit of academics as a revelation of God's truth.

Beliefs

- Prayer, worship, and reflection are essential in fostering the spiritual and moral development of our students, faculty, and staff.
- Individuals should model and integrate the teachings of Jesus in all areas of their lives in order to nurture faith and inspire action, especially in the areas of service and charity.
- Teachers should set high academic expectations of performance while providing appropriate resources and challenges for all students.
- Our school should be a supportive, healthy, and encouraging environment that recognizes the dignity, needs, and uniqueness of all.
- Every member of our community should have opportunities to participate in, contribute to, and support Charlotte Catholic High School.

Governance and Strategic Plan

As the school transitions to the President-Principal model, CCHS is enlisting a new School Advisory Board and has started the process to create a 5-year strategic plan.

ACADEMIC PROGRAM

Charlotte Catholic High School is committed to 21st century education by preparing students to use technology in their college careers and beyond. Charlotte Catholic is a 1:1 environment, with every student having a school issued MacBook Air to complete daily assignments, create multimedia projects, take assessments, and more to enhance student learning.

Charlotte Catholic has six counselors who work with students throughout their high school careers. Counselors provide academic, college, and personal counseling to students.

More than 99% of CCHS students continue their education in colleges and universities. The curriculum includes 21 AP courses, and the opportunity for college coursework in conjunction with Belmont Abbey College and Central Piedmont Community College.

The goal at Charlotte Catholic is to help each student reach his or her God-given potential. The Options Program at CCHS provides a Catholic High School education for students with developmental disabilities. The program is customized to meet the unique set of academic, behavioral,

social, emotional, and spiritual needs of each learner within the school community, a community that recognizes and strongly supports an inclusive environment.

The Learning Support Program provides support for students who experience academic difficulty. Students are eligible to receive assistance if they have completed Ed/Psych testing and have received a DSM diagnosis from a psychologist.

CAMPUS MINISTRY AND COMMUNITY SERVICE

Campus Ministry

The Campus Ministry Team consists of the Campus Minister, Service Coordinator, Faculty, and student Peer Ministers who coordinate many opportunities for the school community to practice and explore their faith. Campus Ministry seeks to create a faith community that reflects our Catholic Christian call to serve by witnessing to the teachings of Jesus Christ. This faith begins with the family and extends to the Charlotte Catholic High School community as it nurtures the total personal and spiritual growth of everyone. Campus Ministry calls individuals to “responsible participation in the life, mission and work of the faith community” (A Vision of Youth Ministry, USCC, 1976) and provides an environment for young people to become empowered as disciples of Jesus Christ as they witness their faith through serving others.

Christian Service

Freshmen must complete a minimum of 10 service hours, at least 5 of which are to be parish hours. Sophomores, Juniors, and Seniors must complete a minimum of 20 service hours, at least 5 of which are to be parish hours.



FAST FACTS



95%

Class of 2022 Matriculating to
Four-year and Two-year Colleges



\$23.7M

Scholarships Earned by
Class of 2022



68

State Athletic Championships
Since 2000



FINE ARTS

The Fine Arts Department is popular and continues to grow each year as students have the opportunity to experiment in the different disciplines. Through exposure to Fine Arts classes and encouragement from faculty, students may discover they have a hidden talent and continue to develop their skills in an area that brings them joy and satisfaction. All students participating in the visual and performing arts classes experience "performance", whether on the stage, on the risers, or displaying their works throughout the school.

ATHLETICS

Students may participate in 20 interscholastic sports including baseball, basketball, cheerleading, cross country, dance, field hockey, football, golf, ice hockey, indoor track, lacrosse, mountain biking, rugby, soccer, softball, swimming and diving, tennis, outdoor track, volleyball, and wrestling. Since 2000, Charlotte Catholic has garnered 68 state athletic championships.

CLUBS AND ACTIVITIES

Charlotte Catholic has more than 70 club offerings from service, sports, games, and hobbies to Catholic worship. There are a plethora of clubs and activities to fit the interests of every student.

THE POSITION

It's an exciting time in Charlotte Catholic's long history as the school begins the transition of its leadership structure to a President-Principal model. Charlotte Catholic's highly respected and successful Principal, Kurt Telford, is completing his ninth year and will be appointed school President in July 2023.

FAST FACTS



293

Students Enrolled in
Class of 2023



10,000+

Alumni Around the Globe,
Many Remain in the Greater
Charlotte Region



\$500K

In Annual Giving in 2021-22, the
First Year for a New Annual Fund

The Principal serves as the school's spiritual and educational leader and is responsible for exercising independent judgment in implementing a broad array of programs and functions. These responsibilities encompass spiritual development and realizing the school's philosophy, curriculum, co-curricular activities, discipline, and personnel practices. The Principal collaborates with the school President in decisions on the school facilities, marketing, and community relations. In fulfilling this role, the Principal is directly responsible to the School President and the diocesan Superintendent.

The highest priority for a Catholic school principal is building a learning community that fully integrates the Catholic faith, adheres to academic excellence, and provides service to others in accordance with Catholic social teaching.

As the chief academic officer of the school, all teaching and learning personnel report to the Principal. The Principal is supported by and leads a robust team of experienced department heads and supports the President with sustaining the academic reputation of the school.

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 high school students and their families 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.





MOTTO

***The Soul of
Education,
is Education
of the Soul***

EXPECTED QUALITIES AND CHARACTERISTICS

- Enthusiastic practicing Catholic in communion with the Church who is a Christ-centered servant leader who embraces, models, and champions the traditions and values of Catholic education.
- Advanced degree and proper state certification in an education related field with a minimum of five years instructional and administrative leadership experience, preferably in a Catholic school environment.
- Accomplished, passionate, and inclusive academic leader, with a demonstrated ability to lead an extensive, innovative, and academically rigorous curriculum that ensures success for all students, based on high standards of excellence.
- Excellent oral and written communications skills and the ability to effectively interact with parents, students, teachers, and administrators. Excellent presentation skills when addressing faculty and staff, parents, and the community in general.
- Decisive executive management skills exemplified by a record of making difficult decisions in an environment with competing demands and limited resources.
- Accessible and approachable leadership style with a reputation for being extremely visible and interactive on campus and at school events while relating to the students, parents, faculty, and staff with energy, enthusiasm, and warmth.
- Experience in strategic planning, implementation, fiscal management, and oversight is highly desirable.
- Demonstrates an understanding of the conditions for establishing a positive climate and culture for parents and teachers to partner effectively in the enterprise of forming the young people in the school community.





- Inspirational, humble, and authentic mentor who instills leadership in others.
- Proven experience bringing together diverse constituents and stakeholders using collaboration and consensus building skills, as well as a history of working with faculty, staff, students, alumni, and the parish community.
- 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 mentoring, professional and catechetical development, and evaluation of faculty and staff.
- Fair, personable, and compassionate leader who embraces collaboration while leading with enthusiasm and missionary zeal.

APPLICATION PROCEDURE

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 name, relationship, phone number, and email address. No references will be contacted without your knowledge and approval.



Assemble all of the application materials in one email to:

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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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