



President

SEARCH PROSPECTUS



OAKLAND CATHOLIC HIGH SCHOOL

PITTSBURGH, PENNSYLVANIA

www.oaklandcatholic.org

START DATE – JULY 2023

Partners in Mission School Leadership Search Solutions, LLC



Mission Statement

Oakland Catholic High School is a Christ-centered, college preparatory school for young women of diverse backgrounds. The Oakland Catholic community is committed to an environment that promotes spiritual formation, excellence in education, a wide range of activities and athletics, and service to others. Formed under the patronage of St. Joan of Arc, Oakland Catholic is dedicated to teaching young women to lead lives of faith, courage, and commitment as they lay the foundation for their future as responsible and respected global leaders.



SCHOOL OVERVIEW

Oakland Catholic High School is the first and only all-girls diocesan Catholic high school in the Pittsburgh region, serving students from the city of Pittsburgh as over 100 schools and neighborhoods. The school provides a value-oriented, college preparatory education for young women in an atmosphere that regards the Roman Catholic Church's values as catalysts for action. Formed under the patronage of St. Joan of Arc, Oakland Catholic High School is dedicated to teaching young women to lead lives of faith, courage, and commitment as they lay the foundation for their future as responsible and respected global leaders.

Founded in 1989, Oakland Catholic was established upon the closing of St. Paul Cathedral High School and Sacred Heart High School, two parish schools with long histories of educating Pittsburgh's young women in the Catholic tradition. For decades, the school has continued its tradition of providing a strong foundation in the pillars of spirituality, scholarship, and service to an ethnically, socioeconomically, and geographically diverse student population.

Ranked as one of the top 20 Catholic schools in the nation for academics by the Acton Institute for Academic Excellence, Oakland Catholic challenges its students with a rigorous curriculum. It is fully accredited by the Middle States Association of Colleges and Secondary Schools.

FAST FACTS



4,000+

Oakland Catholic Alumnae



10:1

Students to Faculty



\$1M

In 2021-2022 Financial aid was awarded to meet 40-50% of families' needs

Today, Oakland Catholic High School has a diverse student body with 36% students of color and an enrollment of over 450 students. The school has an exceptional faculty consisting of 47 members who are certified professionals in their respective disciplines, with over 60% holding advanced degrees. Oakland Catholic has a faculty student ratio of 10:1. For the 2022-2023 school year, tuition is set at \$16,600 for domestic students with approximately 55% of families receiving financial assistance. Last year, Oakland Catholic awarded \$1 million in financial aid. Each year, the senior class earns millions in scholarships to colleges and universities around the nation, with virtually 100% of graduates attending post-secondary institutions.

At Oakland Catholic High School, every valedictorian, every team captain, and every project leader is a young woman. The school brings out leadership skills in each of the students and challenges them to develop the competence, confidence, and skills required to become strong, globally minded, and compassionate leaders.

Oakland Catholic has graduated over 4,000 women who are part of a 10,000-strong sister alumnae network encompassing Our Lady of Mercy Academy, Sacred Heart High School, and St. Paul Cathedral High School. The school's alumnae live and work in various cities throughout the country and around the world. They have achieved success in numerous fields including medicine, education, law, engineering, and entertainment among many others, and they impact their communities through leadership, outreach, and service.

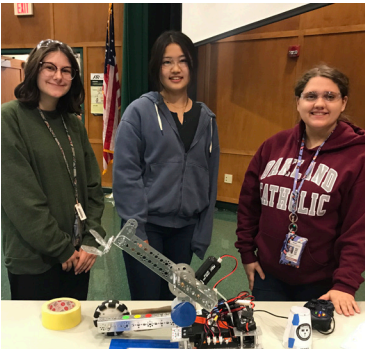
CAMPUS

Oakland Catholic is the only all-girl Catholic high school in the Pittsburgh area, set in the heart of the city's academic, cultural, and medical center. When students join the Oakland Catholic community, they unlock access to a wealth of resources beyond the school's buildings. Nearby universities, museums, libraries, eateries, green spaces, and more all contribute to their one-of-a-kind experience as Oakland Catholic Eagles. The nearest museum is about 4 blocks away.

With the support and effort of families, alumnae, and benefactors, Oakland Catholic has celebrated numerous additions and renovations over the last two decades. These include a campus competition gym, innovation lab, lecture hall, kiln-equipped pottery studio, chapel, theater, courtyard, upgraded classrooms and science labs, and more. Additionally, infrastructure for wireless technology and audio video capability laid the groundwork for today's 1:1 laptop program and the interactive HD projection available in classrooms. These improvements have assured the renewed vitality of the 100+ year old campus.

FAITH LIFE

Aware of the dignity of the students in its care, Oakland Catholic fulfills its mission by developing the spiritual, intellectual, and personal potential of each of the young women entrusted to its care. The school serves several constituencies: The Bishop and Diocese of Pittsburgh, students and parents, and the broader community.



As a central pillar of the school's mission, spirituality is the foundation at Oakland Catholic, creating a community centered around prayer, reflection, and service that shares in the joy and love of Jesus Christ. With the knowledge that each act of compassion brings students closer to God, students are reminded daily of their universal call to holiness and inspire fellow Eagles to act as disciples of Christ.

Spiritual, intellectual, service, and community building opportunities are all centered on Christ Jesus and the Universal Church. Campus ministry acts to facilitate the growth of the young women through an acknowledgement that their purpose is to be Christ's Hands and Feet on earth, to live deeply and authentically with their hearts and grow ever closer to the Lord. By promoting a respect for God, self, and others through retreats, liturgy, prayer, and service opportunities the school teaches decision-making grounded in morality.

ACADEMICS

At Oakland Catholic High School, the integration of a rigorous academic program with a faith-based, value-focused community offers the challenges and supports necessary for young women to become competent, ethical, global leaders of tomorrow. Set in the heart of the city's academic and cultural center, Oakland Catholic also offers students unique opportunities at neighboring institutions. Courses are offered that challenge each student to achieve her fullest potential by developing the analytical and independent thinking skills that are needed for a lifetime of learning.

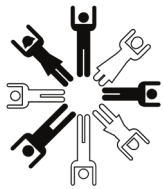


FAST FACTS



66

AP, College Equivalent,
and Honors Courses



36%

Students of Color



>100

Schools and Neighborhoods
Represented



Oakland Catholic High School ensures success while challenging students to excel by offering three levels of courses within the curriculum: college-preparatory, college-equivalency, and advanced placement. Over 66 Advanced Placement, CE, and Honors Courses are offered to the students. Additionally, high-achieving students are given the opportunity to participate in several enrichment programs including the Joan of Arc Scholars Society and the Global Competence Initiative Certificate Program.

In addition to enrichment programs, the state-of-the-art amenities foster enhanced critical thinking and facilitate inspiring discoveries: the Innovation Lab provides an environment optimal for project-based learning and hands-on experiences with authentic problem-solving and design process experiences in a future-oriented atmosphere; the Collaboration Center is a technologically advanced space where students can collaborate on assignments and/ or work on projects; and the Academic Resource Center provides a wealth of scholarly books and online materials integral to crafting strong research papers, presentations, and projects.

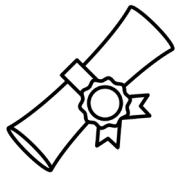
Oakland Catholic High School provides support with an Academic & Career Counseling Office as well as a College Counseling Office with respective staffs. Students consistently score well above average on the ACT and SAT and graduates go on to the top colleges and universities in the country.

FAST FACTS



56

Sports and Clubs



100%

Applicants Accepted to
4-year Institutions



10,000

Strong Sister Alumnae Network
Encompassing Our Lady of Mercy
Academy, Sacred Heart High
School, and St. Paul Cathedral
High School

ATHLETICS

Oakland Catholic High School offers approximately 17 sports. It is a member of the Pennsylvania Interscholastic Athletic Association (PIAA) and District 7 in the Western Pennsylvania Interscholastic Athletic Association (WPIAL). The purpose of the Interscholastic Programs at Oakland Catholic High School is to build on the school's mission in working toward the total development of each student in keeping with their interest and ability.

Student-athletes at Oakland Catholic High School have won Sectional, WPIAL and State titles, in addition to achieving full athletic collegiate scholarships and even Olympic gold medals. The robust athletic program complements students' academic achievements. Through training and competition, students learn how to motivate themselves and their teammates, developing a lifelong appreciation for hard work and collaboration.

ARTS

At Oakland Catholic High School, it is held that development of mind, body, and spirit are inextricably connected. Through the arts, students engage in self-discovery, problem solve creatively, build resilience, exercise empathy, and experience joy. A broad range of experiences is offered, aimed to train young musicians to speak the language of music while in high school and prepare for future musical endeavors through instrumental and choral classes. Oakland Catholic's Theater Group and The Masque both work in conjunction with Central Catholic High School to delight audiences on stage with their theater productions.

The understanding, appreciation, and production of visual arts are developed through practical application and active participation. Students work in with a variety of mediums from thrown clay in the pottery studio to oil, acrylic and watercolor paints. The core of the program is dedicated to encouraging creativity and developing critical thinking in each student.



SCHOOL LIFE

Oakland Catholic High School offers an extensive list clubs and activities to foster social, physical and leadership development. The school provides students with varied opportunities to support and broaden the educational process, and its environment is defined by acceptance and inclusion. All are welcome in every club, every sport, and at every table. It is a diverse population of talented, enthusiastic, and supportive young women who root for their classmates to succeed. Oakland Catholic holds itself accountable for the development of healthy, creative, and expressive women who are encouraged to use their God-given talents in pursuits that satisfy personal and community needs. Clubs include Girls Who Code, Model UN, and many more.



GOVERNANCE AND ADMINISTRATION

A strong tradition of leadership ensures that Oakland Catholic High School continually meets its mission of providing a Christ-centered, top tier education to the young women that attend the school. The focus of every header at Oakland Catholic High School, from the President and Principal to the Board of Directors, is to continually enhance the opportunities provided so that every student can expand her knowledge, reach her potential, and become an agent of change.

This position is appointed by the Catholic High Schools of the Diocese of Pittsburgh, Inc. (CHSDOP) Board of Members and is supervised and evaluated by the Superintendent of the Catholic Schools through procedures established by the Superintendent of Catholic Schools and the CHSDOP Board of Directors.

The President serves as liaison to the Oakland Catholic High School Board of Directors and keeps the OCHS Board of Directors fully informed to meets its policy-making responsibilities. The President performs all acts and executes all documents to make effective the actions of the Board.



FAST FACTS

College Acceptances

Oakland Catholic High School students go on to the top universities in the country. Graduates from the 2018-2022 have been accepted to the following, among many others:

Harvard University, MA
Yale University, CT
University of Chicago, IL
Johns Hopkins University, MD
University of Pennsylvania, PA
Duke University, NC
Northwestern University, IL
Vanderbilt University, TN
Rice University, TX
Columbia University, NY
University of Notre Dame, IN
University of California, Berkeley, CA
University of California, Los Angeles, CA
Carnegie Mellon University, PA
Emory University, GA
Georgetown University, DC
New York University, NY
University of Michigan, MI
University of Southern California, CA
University of Virginia, VA
University of Florida, FL
University of North Carolina at Chapel Hill, NC
Wake Forest University, NC
Tufts University, MA
Catholic University of America, DC



The President works closely with the Principal, the Board of Directors, and in varying degrees with other groups in the school community to provide leadership with regard to the purpose, values, and goals of the school. This collaboration and commitment to the process of administrative alignment is critical to his or her efficacy and serves as the foundation for all inherent duties and responsibilities.

THE POSITION

The Office of the President has as its primary purpose to provide institutional leadership of the school to achieve the fullest attainment of the mission statement of Oakland Catholic High School, in accordance with the Incorporated Bylaws, and Service Agreement with the Diocese of Pittsburgh. The President works in collaboration with the Principal and bears responsibility of the schools operation and policies, concentrating primarily on its Catholic identity, vision, mission and philosophy, finances, development and fundraising efforts, care of the physical facilities, marketing, public information, and maintenance of positive relations with pastors, parents, other schools, and the community at large. The president is primarily responsible for ensuring sufficient resources, sound fiscal management and the long-term financial stability of the school through direct oversight of the business operations, advancement/ development/ fundraising, marketing, alumni and community relations, student recruitment and enrollment management activities.

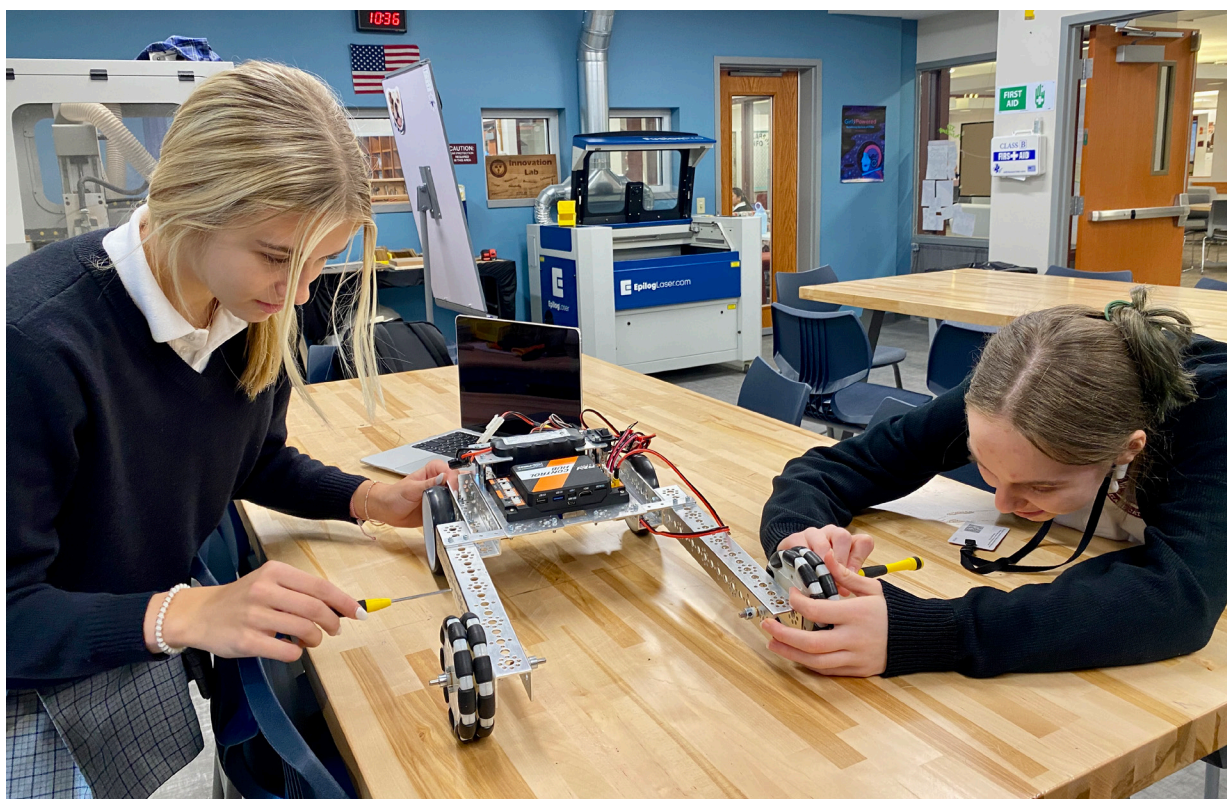
The ideal candidate will be able to articulate a direction and priorities for the school and have experience in overseeing and utilizing opportunities with and among other educational institutions and community organizations. As a visible presence within and outside the school community, the President must be able to advance the marketing, advancement, and enrollment initiatives of the school. Ideally, the successful candidate will have significant executive leadership

experience, expertise in financial and business management, able to articulate Oakland's value proposition, and the willingness to play an active role in 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 all-girls Catholic education, possess an understanding of the President/Principal model of administration, and work effectively with the Diocese of Pittsburgh Office of Catholic Education and Evangelization and a committed Board of Directors.

While the President must have a demonstrated capacity for broad institutional leadership, candidates could have attained this experience through various career paths, including primary, secondary, or higher education, non-profit management, fundraising and advancement domains, or work in the corporate or public sector. Regardless of the career path, the prospective President must have expert knowledge of and a proven record of building upon a strong community culture and identifying, cultivating, and developing strategic partnerships to ensure continued accessibility, success, and sustainability.

Applicants are expected to have an active Catholic faith life and possess a willingness to share their faith with others. Salary and benefits are competitive with the local market and commensurate with experience.





OPPORTUNITIES AND CHALLENGES

The next President of Oakland Catholic High School will need to navigate the growing challenges of affordability and accessibility of an all-girls education within a competitive school marketplace. A skilled fundraiser, the next school leader will be called upon to further advance the culture of philanthropy at Oakland Catholic High School and grow revenue streams, including but not limited to the establishment of an endowment fund, to foster long-term sustainability.

The ideal candidate will ensure the values and vision of Oakland Catholic High School are well-articulated, maintained, and enhanced while serving various constituent groups. As a visible presence within and outside the school community, the next President will strategically utilize opportunities among parishes, other educational institutions, and community organizations to communicate the benefits of the formation offered to young women through all-girls Catholic education and move forward the advancement and enrollment initiatives at Oakland Catholic High School.

The next President will also deliver on the goals and priorities outlined by a strategic planning effort that is currently underway for Oakland Catholic High School.

QUALITIES AND CHARACTERISTICS

Oakland Catholic High School seeks candidates who are mission-driven leaders with a demonstrated capacity to think strategically while inspiring and motivating students, parents, teachers, alumni, and stakeholders to advance the school's vision of excellence based on Oakland Catholic's beliefs and mission. Candidates must be actively practicing their Catholic faith and be in good standing with the Church.

The next President of Oakland Catholic High School is expected to exhibit many of the following qualifications:

- Practicing Catholic with a vibrant faith who has a genuine respect for the dignity of all
- Enthusiastic and articulate advocate for all-girls Catholic education that develops the spiritual, intellectual, and personal potential of each young woman
- Advanced degree in an education or business-related field with a full understanding of the challenges and opportunities facing Catholic education.
- Proven capacity in leading critical functions of budget and financial management, institutional growth and development, and fundraising and philanthropic efforts.
- 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, facilities management, strategic planning, and alumni relations

- Career experience which complements the school's tradition of excellent academics, strong spiritual formation, competitive athletic, artistic, and educational extracurricular pursuits and focus on service to the community
- Ability to foster a spirit of belonging for all community members; ability to embrace, model, and promote the school's mission and vision.
- Commitment to and skill in building and strengthening a diverse and inclusive community consistent with Catholic identity
- Highly skilled relationship builder with proven ability to cultivate partnerships with other organizations in education, business, and philanthropic communities to ensure continued growth and leadership opportunities for students.
- Experience that demonstrates vision, courage, and the ability to communicate and lead effectively in an authentic and transparent method while holding all accountable.
- Highly collaborative yet decisive approach to leadership
- 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 Directors members
- Excellent 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.
- Compassionate executive who leads with passion and presence.

ABOUT THE AREA

Pittsburgh is a vibrant, mid-sized city in southwest Pennsylvania with a rich history dating to pre-revolutionary times. The city was recognized as the "Gateway to the West" from its earliest days because of its location on the Allegheny, Monongahela, and Ohio Rivers as vital link between the Atlantic coast and the Mid-West. The city is formally known, however as the industrial hub for coal mining and steel production, which began in the region as early as 1875. It is often referred to as the "Steel City" for its more than 300 steel-related businesses.

Manufacturing was key to the growth of Pittsburgh for decades, and industrial jobs increased its population to more than half a million in the



1930's. Beginning in the 1980's, both the steel and electronics industries experienced closures of many mills and plants. However, in the 20th century, the area began to shift from industry to technology and Pittsburgh now makes major contributions education, medicine, and beyond. Today education is a major economic driver in the region with approximately 68 colleges, universities, and research facilities located in the area. Pittsburgh is also home to several Fortune 500 companies. The current population is about 300,000.

Pittsburgh's rich industrial history left the area with many renowned museums including the Carnegie Museum of Art and the Carnegie Museum of Natural History, medical centers such as the University of Pittsburgh Medical Center, parks, research centers and a diverse cultural district including Heinz Hall for the Performing Arts among others.

This vibrant city also boasts several professional sports teams including the Pittsburgh Steelers (football), Pittsburgh Pirates (baseball) and Pittsburgh Penguins (hockey).

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 Oakland Catholic High School as you understand them.
- Statement of Catholic educational philosophy.
- Current resume with all appropriate dates included.
- List of at least five references with names, relationships, phone numbers and email addresses. No references will be contacted without your knowledge and approval.
- Please include OCHS 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
 919-943-3685 (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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