



# Principal

SEARCH PROSPECTUS



# ST. DOMINIC SAVIO CATHOLIC HIGH SCHOOL

AUSTIN, TEXAS

[www.saviochs.org](http://www.saviochs.org)

START DATE – JULY 2023

Partners in Mission School Leadership Search Solutions, LLC



## Mission Statement

St. Dominic Savio Catholic High School is a co-educational college preparatory school founded by the Diocese of Austin to prepare young men and women to become faith-filled, visionary, and inspirational leaders in service to the Church and the world.



## ABOUT

St. Dominic Savio Catholic High School is a diocesan high school serving the Catholic elementary schools of the Diocese of Austin and area families seeking a Catholic secondary education. The school opened in the fall of 2009 and enrolls 400+ students from over 50 zip codes and four countries.

St. Dominic Savio is most fortunate to have two sisters from the Dominican Sisters of Mary, Mother of the Eucharist, who serve as teachers at the school. Since 2009, one Dominican sister has taught Theology, while another has taught English. The Sisters are also involved in various campus ministry-related activities at Savio.

### *Philosophy Statements*

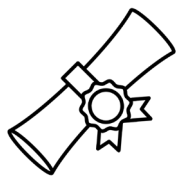
St. Dominic Savio Catholic High School expresses the Church's educational mission through faith formation, social development and awareness, and a strong academic program. We seek:

- to develop within the school a strong Theology program based on Catholic teachings, scripture, liturgical experiences, and service so that each student will grow and develop in the Catholic Christian way of life;
- to facilitate the spiritual, intellectual, social, emotional, and physical development of each student;
- to challenge students to become Christian leaders, living as young men and women of conscience, compassion, and action.

### *Vision Statements*

St. Dominic Savio Catholic High School: Forming Servant Leaders in the Image of Christ

## FAST FACTS



**75%**

Faculty with  
post-baccalaureate education



**29%**

Students receiving financial aid

**AP**

**77%**

Student scoring 3 or higher on  
2022 AP exams

### **Core Values**

St. Dominic Savio Catholic High School holds firm to our core values of faith, scholarship, and witness which define our identity and serve as the fundamental beliefs that guide the daily life of the school.

### **Governance**

In 2013, the Diocese of Austin created a shared governance model between St. Dominic Savio Catholic High School and Holy Family Catholic School that primarily involves the administrative and board structures. However, the two schools have not “merged” as one school and each school continues to enjoy its unique missions and traditions while maintaining their individual relationships with area parishes and partner schools.

### **President-Principal Model**

The President serves as the Chief Operating Officer of the school and has primary responsibility for institutional advancement, finance, facilities, and long-range strategic planning. Each school has an appointed Principal, who shares the responsibility of Catholic identity and mission for their school along with the President. The Principal is charged with hiring and evaluating the faculty and designated staff, implementing a comprehensive curriculum, supervising instruction, program evaluation, staff development, and implementing programs that meet accreditation requirements.

### **Board of Directors and Advisors**

Each school operates with a Board of Directors and Advisors that include personnel from the Diocese of Austin, one appointed member, and the President of the school. In addition, the boards include several advisory members that provide specific expertise related to strategic planning and operational needs.

### **Strategic Plan**

The school has a Strategic Plan developed over time in collaboration with the school's administration, Board of Directors and Advisors, and Strategic Planning Ad Hoc Committees. The Strategic Plan was developed with input from the faculty, staff, and parents at each school and includes five areas of strategic priority:

- Catholic Identity
- Governance, Administration and Management
- Curriculum, Instruction, and Assessment
- Student Services and Activities
- Plant and Facilities

The document serves as a guide for decisions and planning and is periodically revised based on current issues.





## WELCOME TO OUR SCHOOL, WELCOME HOME



Welcome and thank you for your interest in St. Dominic Savio Catholic High School!

We are hopeful and trust in God's plan as we search for the next Principal for our amazing school. This young school has already established an identity as a place of engaged learning, faith formation, service in action, and overall excellence. This is a time of great opportunity, visioning, proactive and purpose-driven planning, and growth. We want to find the right fit for our students, faculty, staff, and the rest of our Savio community, our Savio family.

As the President of this school, and our partner school Holy Family Catholic, it is my passion to bring in the best examples of leadership, who model their faith in words and actions, with the purpose of serving those who serve the students that walk through our doors each day. If you feel compelled, capable, and inspired to become part of our family, then please apply. Join a leadership team and school that is collaborative and innovative.

Blessings to you on your journey and search for excellence.

Tim Cullen  
President, St. Dominic Savio Catholic High School



## FAITH LIFE

The life of faith at St. Dominic Savio is central to the school's mission and student experience. This is accomplished by focusing on student-led ministry, building a culture of Christian Service, living a vibrant sacramental life through a rigorous but inviting theology curriculum.

The Formation and Ministry Office (FAM) at St. Dominic Savio coordinates faith formation for all students, faculty, and staff. This includes liturgies, retreats, the Diakonia Service Program, and other programs that support the community's growth into a people ever-more reflective of the image of Christ. The office intentionally fosters students' growth in the areas of leadership, intellectual, spiritual, and personal.

One example is the Timothy Team (TIM Team) comprised of Juniors and Seniors, who support the work of FAM and hold leadership responsibility in four specific areas: Community, Sacristan, Liturgist, or Retreat TIMs. They are selected through a rigorous process of nomination, application, and discernment and are enrolled in the two-year Timothy Team seminar program.

FAM also offers resources and support for all faculty and staff including regular in-services, Mass, retreats, formation training in current pedagogies and best practices, personal assessments, and spiritual reflection. In addition, all personnel are asked to write an annual personal growth plan detailing their role as a servant leader and their goals for continued spiritual renewal.

The annual retreat program at St. Dominic Savio offers every student a time

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for growth, renewal, and an opportunity to encounter Christ. Each class participates in one retreat per year. Student leaders from the class above (i.e., Sophomores for the Freshman class) facilitate and lead each retreat, with Timothy Team retreat members coordinating each team.

## **ACADEMIC PROGRAM**

St. Dominic Savio has only one course of study, college preparatory — and all students meet the qualifications for a distinguished diploma. To provide a quality educational experience, the school provides a wide variety of academic courses that meet diverse student interests. Accelerated students may qualify for Pre-AP and AP courses in science, social science, English, mathematics, art, and computer science. As students advance through their academic career, they can choose to concentrate on different areas of study, either in the STEM field (Science, Technology, Engineering, Mathematics), Fine Arts, or the Humanities. This allows the school to tailor the curriculum to students' abilities and interests.

## **THE ARTS**

St. Dominic Savio has an active and thriving arts environment offering numerous opportunities for students to engage in their interests. Visual arts course offerings expose students to art theory, drawing, painting, printmaking, ceramics, sculpture, mixed media, photography, photo editing software, and art history. A special offering, Art for Water, allows high school students to work with elementary school students culminating in a show and sale of work to raise money to build water wells in Burundi, Africa. Music courses include three choral ensembles and six instrumental ensembles. Finally, the high school presents two major theatrical productions annually – a fall play and a spring musical.







MOTTO

***Forming  
Servant  
Leaders in  
the Image of  
Christ***

## **ATHLETICS**

The athletic philosophy at St. Dominic Savio Catholic High School is structured intentionally with specific goals in mind for student-athletes at each level. The school believes a team can and should compete at the highest level, giving maximum effort in a way that honors Christ and the team on which they compete. The Athletic Department endeavors to match the school's academic excellence by offering teams for girls and boys including cheerleading, cross country, dance, football, volleyball, basketball, soccer, swimming, baseball, golf, softball, tennis, and track and field. In most years, nearly eighty- five percent of the students at St. Dominic Savio participate in athletics.

## **CLUBS AND ACTIVITIES**

St. Dominic Savio is an active and thriving environment that offers many exciting opportunities for students to engage their interests through four competitive groups, five honor societies, and 31 clubs including Chaplain Corps, Latin Club, Ultimate Frisbee Club, Eagles for Life, Savio Filmworks, and Robotics Club, to name a few.





## THE POSITION

### Ministerial Character

The schools have been entrusted to the President by the Bishop. As such, the Principal engages in the ministry of the Church and is the visible representation of the school.

The Principal ensures that Christ's mission is present and enduring in the schools' community.

### ***Job Summary***

The Principal fulfills the mission of the Catholic school by serving as the spiritual, educational, and managerial leader of the school. The Principal is charged with the implementation of the philosophy, mission, objectives, and the overall management of the school. The Principal is responsible for the professional effectiveness of the staff, the educational progress of the students, as well as the relationship within the entire school community. The Principal is hired in collaboration with the Diocese of Austin and the President. The Principal reports to and is evaluated by the President.



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### ***Essential Duties***

- Supports and upholds the philosophy of Catholic education and the mission of the school
- Acts as a witness to the Gospel values by modeling the teachings of the Catholic Church
- Identifies and effects needed change for school improvement
- Ensures the implementation of a comprehensive curriculum through the use of a variety of pedagogical strategies
- Supervises instruction and evaluates the overall effectiveness of the academic program
- Promotes Catholic identity within the school through liturgical celebrations, faith development, integration of Gospel values, and the practice of Christian service
- Oversees ongoing orientation and staff development in both educational and faith development of faculty and staff
- Participates in the preparation of the annual school budget with the President and supervises expenditures in assigned categories
- Collaborates with the President to develop long-range strategic planning and establish goals for school effectiveness
- Collaborates with President's Director of Administrative Services to gather information for new hires, validate the EIM process, complete Office of Catholic Schools Statistical Report and NCEA annual report, miscellaneous reporting and general office functions



## FAST FACTS



**\$11.1m**

Scholarships awarded to  
the class of 2022



**42**

National Hispanic scholars  
since 2012



**10,282**

Class of 2022 community  
service hours

- Collaborates with the President and administration of Holy Family and St. Dominic Savio on calendar development, operational policies, safety and traffic
- Hires, supervises, and evaluates all faculty and assigned staff according to Diocesan guidelines
- Fosters collaboration between parish(es), pastor(s), and the school
- Maintains current and accurate records according to diocesan and school policy
- Maintains a work schedule that maximizes availability to the school, students and staff
- Promotes healthy staff morale and professionalism
- Establishes and implements technology goals for the school

### ***Minimum Qualifications***

#### ***Education:***

- Master's degree from an accredited American university or equivalent in a foreign country
- 18 credit hours in educational administration and supervision courses or a valid, appropriate state certificate for a principal or the successful completion of an appropriate certification/examination

#### ***Experience:***

- Has successful teaching and administrative experience.

#### ***Catholic Requirement:***

- Must be a practicing Catholic in good standing with a commitment to ongoing formation in catechetical and spiritual leadership development

### **ABOUT THE AREA**

Austin is the capital of Texas with a population of almost 1 million residents representing a diverse mix of government employees, college students, musicians, high-tech workers, and blue-collar workers. The Austin area continues to be regarded by many as the best choice to live and work in Texas, with a balance of a strong economy, good education, attractive housing, a relatively pleasant climate, and plenty to do.

The city's official slogan promotes Austin as "The Live Music Capital of the World," a reference to the city's many musicians and live music venues. Austin is the site for the popular South by Southwest (stylized as SXSW and colloquially referred to as South By), an annual conglomeration of parallel film, interactive media, music festivals, and conferences that take place in mid-March.

Several Fortune 500 companies have headquarters or regional offices in Austin including 3M, Amazon, Apple, Google, IBM, Intel, Oracle, Tesla, Texas Instruments, and Whole Foods Market. Dell's worldwide headquarters is in the nearby suburb of Round Rock. Austin is also the home of the University of Texas at Austin, educating over 50,000 students annually.



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## 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 the school as you understand them.
  - » Statement of Catholic educational philosophy.
  - » Current resume with all appropriate dates included
  - » List of five references with names, phone numbers and email addresses. No references will be contacted without your knowledge and approval.
- Please include St. Dominic Savio in the subject field.



### ***Assemble all of the application materials in one email to:***

Michael Furey, Partner

mikefurey@partnersinmission.com

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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.

[WWW.PARTNERSINMISSIONSLSS.COM](http://WWW.PARTNERSINMISSIONSLSS.COM)

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