



SAINT THOMAS ACADEMY

ALL-MALE • CATHOLIC • COLLEGE PREPARATORY • MILITARY LEADERSHIP

GRADES 6-12

MENDOTA HEIGHTS, MINNESOTA



TRADITION OF EXCELLENCE

OUR MISSION

Saint Thomas Academy develops boys into men of character. This is our promise to our students, our families, our community, and the world. We accomplish this through the transformative power of an educational and life experience deeply rooted in Catholic faith and traditions, academic excellence, military leadership, and an all-male environment.

OUR VISION

For more than 130 years, the Saint Thomas Academy community of students, parents, faculty, and alumni has prepared young men to succeed in college and life in an environment shaped by the message of Jesus Christ. Saint Thomas Academy's tradition, discipline, and spirit influence the life of a young man long after graduation.



SAINT THOMAS ACADEMY CORE VALUES

THE FOUR PILLARS



CATHOLIC
Faith + Service

Catholic – The Academy develops each cadet’s spiritual potential through the daily teaching and practice of Catholic traditions and values, developing students’ moral potential through instruction and example. The school strives to foster ethical behavior, humility, and respectful relationships with all people, and to instill a lifelong commitment to the service of others.



**COLLEGE
PREPARATORY**
Excellence + Critical Thinking

College Preparatory – Saint Thomas Academy develops each student’s intellectual potential through a rigorous curriculum that fosters a lifelong respect for knowledge, and an abiding spirit of inquiry, analytical thinking, creative expression, effective communication skills, and independent study.



**MILITARY
LEADERSHIP**
Discipline + Confidence + Team

Military Leadership – Though not affiliated with any branch of the military or JROTC, the Academy utilizes a military model to instill in each student cadet the character of a leader, as well as the values of honor, integrity, self-discipline, self-reliance, brotherhood, devotion to duty, dedication to community, and the importance of service of others.



ALL-MALE
Respect + Integrity

All Male – Saint Thomas Academy has developed a proven academic, athletic, and social environment that nurtures and builds on the unique manner in which boys learn best, embracing and fostering opportunities distinctly beneficial to them. While the Academy’s approach is highly focused, cadets experience a rich and diverse student life, actively engaging in initiatives with its all-female next-door sister school, Visitation, and the community at large.

THE OPPORTUNITY

Saint Thomas Academy, located in Mendota Heights, Minnesota, in the Twin Cities area, has opened a search for its next Head of School, commencing work in July 2023 or July 2024. The Head of School will provide mission-centered leadership for the all-male 6-12 Academy, ensuring its ongoing vibrancy as a fully-enrolled and well-supported institution, and its continuing successful fidelity to the Four Pillars.

BRIEF HISTORY

Established in 1885, the school was part of a larger institution founded to provide theological and university studies for boys. By 1922, the University of St. Thomas and Saint Thomas Military Academy emerged from the larger entity, co-located, and remained affiliated.

The Academy was originally established as an independent military school, but in 1905 came under the direct supervision of the U.S. Army. In 1916, Saint Thomas Military Academy became one of the first schools in the country to embrace the Army's new JROTC program.

In 1965, the high school moved to its present campus, and was independently incorporated as Saint Thomas Academy.

In 2015, the school returned to its roots as an independent military academy with the ability to tailor its military leadership curriculum to support its college preparatory mission.

Originally a high school only, Saint Thomas Academy Middle School (grades 7 and 8) was added in 1971, and was expanded to include grade 6 in 2017.





Established
1885

Grades Taught
6-12

Young Men
Attending STA
620

Percentage of
Catholic students
70%

Percentage of
students of color
18%

Percentage of
students receiving
financial aid
51%

Total employees
97

Percentage of
faculty holding
advanced degrees
89%

Percentage of
faculty serving as
coaches or moderators
72%

Total revenue FY 2022
\$15,020,871

Endowment
\$30,000,000

SAINT THOMAS ACADEMY TODAY

Saint Thomas Academy has a robust enrollment of 625 students in grades 6 through 12. It has an extraordinarily supportive parent and alumni base, which has allowed the campus to undergo a fully-funded expansion and renovation to ensure that the school's facilities reflect the best in 21st century learning environments as well as state-of-the-art co-curricular amenities.

The school is known for its high academic standards and its success rate in placing graduating students in their top-choice colleges and universities, including the U.S. military academies. Saint Thomas Academy has a robust co-curricular program ranging from athletics to the arts and STEM. The school enjoys regional, state, and national reputations – including numerous championships – in these areas.

The military program -- developed by Saint Thomas Academy specifically to support its curriculum, Catholic mission, and leadership focus -- is the basis for many of the school's beloved traditions. Contrary to what one might expect of a "military academy," Saint Thomas is a joyful and engaging community of faculty, staff, and students. Opportunities for cadets to live the Catholic faith abound, from the option to attend Mass daily before school, to leading and attending retreats, to participating in a variety of campus ministry and community service initiatives.



MINNEAPOLIS - ST. PAUL

MINNESOTA

Referred to as the Twin Cities, Minneapolis-St. Paul is the country's 16th largest metropolitan area. With a population of 429,600, Minneapolis is the largest city in Minnesota and acts as the commercial business driver of the region. St. Paul, the capital city of Minnesota, is home to 308,100 people and acts as the civic hub of the state.

Though often thought of as one homogenous community the Twin Cities have two distinct personalities. Minneapolis is home to a sparkling skyline filled with new skyscrapers and has an active, bustling nightlife. St. Paul, by contrast, exudes a stately charm, and comprises beautiful, mature neighborhoods filled with historic homes.

Together, the Twin Cities, built around a network of parks and waterways, blend the best of Midwestern hospitality and tradition with an active outdoor lifestyle. The renowned regional parks and trails system includes 52 parks, eight special recreation features, and 340 miles of interconnected trails. In fact, for eight years in a row, Minneapolis ranked first and St. Paul ranked third for best park systems among all U.S. cities.

The geographic location and climate in "The Land of 10,000 Lakes" play an essential role in the area's culture, with residents taking advantage of the changing seasons. Locals embrace the brisk winters, engaging in hockey, ice fishing and cross-country skiing. During the spring, summer and fall, Minneapolis and St. Paul come alive with outdoor music festivals, traditional sports, farmer's markets, and recreational opportunities on the area's lakes.

There is a thriving cultural scene in Minneapolis-St. Paul, fueled in part by the 34 colleges and universities in the area, 19 of which are ranked in Forbes' Top 500 Colleges list. Minneapolis alone boasts more theatre seats per capita than any U.S. city outside New York. And the Twin Cities are home to the most concentrated cluster of Fortune 500 companies in the United States.

The quality of life in Minnesota is high – Collier's ranks it as one of the Top 10 best states to live in; the #1 state for working dads; the #2 state for working moms; the #2 state for healthcare; and the #2 state for raising a family.





DIOCESAN OVERSIGHT

Saint Thomas Academy is a wholly independent Catholic school operating within the Diocese of St Paul & Minneapolis with the approval and support of the Archbishop (who serves *ex officio* on the Board of Trustees). The Archbishop also appoints the Academy's full-time Chaplain.

GOVERNANCE - BOARD OF TRUSTEES

The 14-member Board of Trustees is comprised of former and current parents, alumni, community members, and the Archbishop. The Head of School, although not a voting trustee, serves as the Secretary of the Board. The Board of Trustees currently meets six times per year. The Board will be undergoing a change in Chair in July 2023.



THE FUTURE

OPPORTUNITIES & CHALLENGES

The departing Head of School has accomplished much in the three years he has served at Saint Thomas Academy – expansion and refresh of the entire campus; creation of a strong, collaborative, effective, and highly-respected administrative team; solid enrollment figures; and increased capital giving. Most importantly, the Head of School was very visible in the larger school community, known to both middle-schoolers and high school cadets as a caring and engaged leader, and to parents, alums, and donors as someone who cares deeply for the legacy and traditions of Saint Thomas Academy even while advancing the school to meet the educational demands of the 21st century.

The incoming Head of School will be expected to support and carry on the renewed spirit and charisma brought to the school by his predecessor. The new Head of School must be able to enthusiastically and with full commitment articulate to the larger Minneapolis-St. Paul community the deep spiritual faith and academic excellence that flourishes in Saint Thomas Academy’s uniquely all-male, military environment.

To do that, the next leader will need to embrace the community, culture, history, traditions, and mission of Saint Thomas Academy, while working in partnership with the school community to continue to look forward and plan for its future.

Most broadly, the Head of School, in collaboration with the Board and administrative team, will continue to advance efforts in enrollment and fundraising, faculty excellence and initiatives, financial sustainability, and program excellence. With this context, the critical areas of focus for the next Head of School are:

- **Catholic Identity**

The next Head of School will be entrusted to promote fidelity to the Catholic faith and the teachings of Jesus Christ among its faculty, staff, and students; support the Academy’s rich foundation of faith-based activities and courses; and provide professional development opportunities for faculty and staff related to faith formation.

- **Military Program**

The Head of School will support and promote the unique benefits of the military-style leadership and character development underpinning of the school.



- **Enrollment Management**

Building upon the strengths of its strategic marketing and outreach program and the outstanding reputation Saint Thomas Academy has in the metropolitan area, the Head of School will ensure the ongoing development and execution of a comprehensive enrollment marketing program aimed at maintaining/increasing enrollment by leveraging the school’s unique proposition as the only all-male, Catholic, military leadership school in the region. The marketing plan will also need to address key areas such as accessibility and affordability, diversity, and strategic use of financial aid. The Head of School will be expected to actively involve all of the Academy’s constituents (i.e. Board, administration, faculty, staff, parents, and alumni) in this effort.

- **Financial Stability**

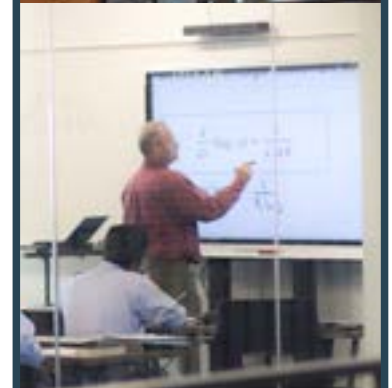
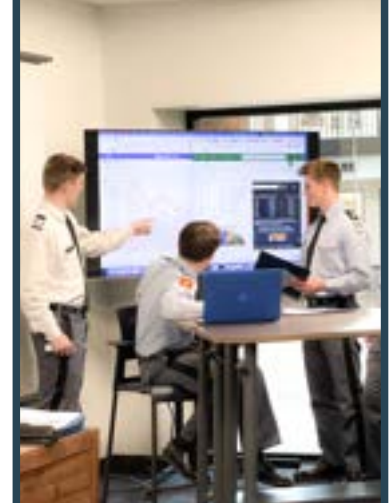
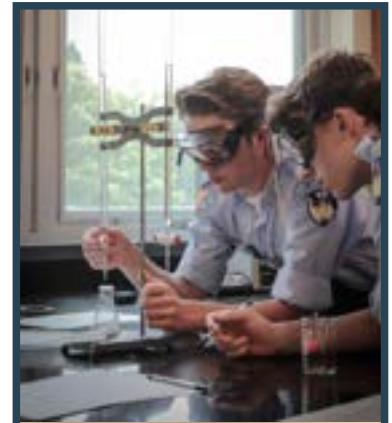
The Academy enjoys a history of balanced budgets, a healthy endowment, minimal debt, and strong records in both capital and annual giving. The Head of School, in collaboration with the Board of Trustees, will be expected to continue to grow resources while addressing critical issues such as tuition affordability, faculty/staff compensation, ongoing upgrades to the physical campus, and other factors that ultimately contribute to the Academy’s fulfillment of mission and vision and long-term sustainability.

- **Administration**

The administrative team at Saint Thomas Academy is a well-balanced, highly capable, and collaborative leadership body that works closely with the Head of School while exercising highly effective, independent leadership within their overlapping areas of responsibility. The new Head of School will be expected to maintain the strength and spirit of this team and encourage Academy leadership in ongoing innovation in all areas, especially those related to the academic program.

- **Faculty**

It is the Head of School’s responsibility to ensure that the best and brightest educators are attracted to teach at Saint Thomas Academy, and to seek ways in which to invest in those faculty members to ensure they will remain. This includes professional development in both overall 21st century pedagogy as well as in their specific academic disciplines, in addition to opportunities for ongoing spiritual formation. Exploration of alternatives to the “step and lane” compensation model and continuing to benchmark local independent and public school salaries will be on the new Head of School’s agenda.



- **Alumni/Parent/Alumni Parent Relations**

Saint Thomas Academy has a unique and rich history that resonates deeply for generations of alumni and their families. Alumni, parents, and alumni parents have a keen interest in ensuring that the Academy's core values, traditions, and historical strengths are maintained. The new Head of School will need to preserve and expand the Academy's connection to this important base of supporters by finding new ways to engage them in the present life of the school, and invite their partnership in advancing the Academy's long-term programmatic, facility, and fiscal goals.

- **Relationship Building**

Saint Thomas Academy is a very tightly-knit community. In order to succeed as its next leader, the new Head of School will need to come to the position with confidence AND humility; be open to dialogue that begins with listening; be easily accessible to faculty, staff, students, parents, and alumni; respect legacy and tradition while ensuring the Academy remains on the cutting edge of 21st learning; all while establishing and expanding meaningful partnerships throughout the greater Minneapolis-St. Paul community.



QUALITIES & EXPERIENCE SOUGHT

The Academy seeks an experienced leader who is a committed and practicing Catholic; has a deep respect for the military; appreciates that boys have a unique learning style; and whose inspirational leadership will first and foremost be student-centered. The Head of School's actions and decisions, while always respectful of legacy, will reflect the core tenets of the Catholic faith even in advancing the educational program to ensure success for the Academy's students in a rapidly-changing 21st century environment. The candidate must be willing to become an integral part of not only the Saint Thomas Academy community, but also of the greater Minneapolis-St. Paul community.

The school would be best matched with a genuine and caring leader with a high level of emotional intelligence. The Academy seeks a Head of School with heart, a good sense of humor, and "open door" accessibility. This individual has the capacity and desire to learn, absorb, and embrace the school's unique culture and community. This person is passionate about forming students to be servant/leaders and changemakers in the world in the way Christ modeled for us. The successful candidate is someone who connects easily with parents, teachers, and students; is adept at drawing from the collective wisdom of the community; and has the ability and grace to balance decisive leadership with respectful collaboration and inclusivity. The new Head of School is a leader who can encourage and mentor administrators, faculty, and staff to reach their individual professional potential by building a culture of trust that supports their growth just as they support their students' growth.

Candidates should demonstrate experience in executive leadership; a strategic mindset; the ability to be a flexible, creative, and innovative thinker; possess "political savvy," and be a passionate optimist. The successful candidate will have the following background, skills, and competencies:

- A practicing Catholic with current knowledge of directions and issues in the Catholic Church, including their pastoral, social, and moral dimensions, and understands Church teaching on same.
- A healthy respect for the military and the leadership development potential in the Academy's military program.
- Visionary and entrepreneurial leadership and management skills with demonstrated success in addressing immediate organizational needs while planning and striving toward longer-term goals with the commitment and support of all stakeholders.
- High emotional intelligence, with exceptional interpersonal skills, and comfortable interacting with people of all ages, backgrounds, and economic means, always modeling respect and kindness.

- Ability to engage and inspire a wide range of stakeholders to build creative and mutually beneficial relationships within the Academy's community and with the much broader community at large.
- An openness to exploring mutually beneficial opportunities with the leadership of Visitation School.
- Confident and joyful in seeking major philanthropic support from individuals, corporations, foundations, and groups.
- Ability to articulate the strengths of the Academy in the variety of ways necessary to build enrollment, establish community relationships, and drive fundraising initiatives.
- Experience in talent recruitment, development, and retention; as well as building, coaching and empowering effective teams while holding team members accountable for performance.
- An overall approach to leadership that is collaborative, inclusive, and transparent.

LEARNING TODAY, LEADING TOMORROW



SEARCH PROCESS

Saint Thomas Academy has engaged the national executive search firm Educational Directions to assist with the search. Candidates should submit all materials below as soon as possible, but not before first speaking with one of the search professionals:

Renata Rafferty

renata.rafferty@edudx.com

Mathew Heersche, Ed.D.

mathew.heersche@edudx.com

Electronic submission of materials is required. Please send the following materials as ONE consolidated file in PDF format. Reference letters are not requested or required, but if included should be submitted separately from the consolidated file.

INTERESTED AND QUALIFIED CANDIDATES SHOULD SUBMIT THE FOLLOWING:

- Cover letter of interest indicating how your skills, knowledge and experience reflect the needs of Saint Thomas Academy as outlined in this profile.
- Brief personal statement/statement of philosophy that includes the candidate's thoughts on leading Saint Thomas Academy.
- Complete resume.
- A minimum of five professional references, with current email addresses and phone.

