

PRESIDENT SEARCH

URSULINE ACADEMY OF DALLAS

Dallas, Texas

ursulinedallas.org

Start Date: July 2024



URSULINE
ACADEMY
of Dallas



Carney
Sandoe
& ASSOCIATES

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Mission Statement

Founded in 1874, Ursuline Academy of Dallas is an independent Catholic, college preparatory school for young women sponsored by the Ursuline Sisters.

The mission of Ursuline Academy is the total development of the individual student through spiritual formation, intellectual growth, service to others, and building of community.

Ursuline Academy educates young women for leadership in a global society.

At a Glance



Established
1874



Total enrollment
880+



Financial aid awarded
\$1.7M



Student-teacher ratio
9:1



Students of color
34%



Total faculty
106



Faculty with advanced degrees
75%



Campus size
26 acres

Percentage of non-Catholic students: 29%

Students receiving aid: 22%

Endowment: \$29M

Annual operating budget: \$25M+

World languages offered: 6

Sister schools: 11

Competitive sports: 14

Hours served in 2022-2023: 30,900+



Overview

Ursuline Academy of Dallas, an esteemed independent Catholic college preparatory school, is currently seeking a President to lead and inspire its vibrant community, beginning July 2024. With a rich history spanning 149 years, Ursuline Academy is the only all-girls Catholic school in Dallas, Texas. Sponsored by the Ursuline Sisters, the Academy has a distinguished tradition of academic excellence, innovation, and service.

Ursuline Academy prides itself on the active participation of parents, students, faculty, staff, and alumnae. The community's passion and commitment create a special atmosphere where everyone feels valued and supported. The Academy takes immense pride in its academic and programmatic innovation, which is seamlessly integrated with rich traditions. This approach fosters a love for learning, cultivates leadership skills, and instills the core value of *Serviam* ("I will serve") as a lived reality. Students and alumnae excel academically and embrace a sense of sisterhood; alumnae cite interactions with teachers and lifelong friendships formed as among the most valuable aspects of their Ursuline experience.

The Academy's mission is rooted in the Ursuline heritage, which traces back to the founding of the Ursuline Sisters by Saint Angela Merici in 1535. Saint Angela envisioned the important roles that women could play in the Church and the world, and her mission spread throughout Europe. In 1639, the Ursulines became the first women's religious order to establish a presence in the New World, and in 1874, six pioneering Sisters founded Ursuline Academy in the nascent frontier town of Dallas.

Today, a beacon of educational distinction and empowerment with 880 girls from 62 zip codes and 57 feeder schools throughout the DFW Metroplex, the Academy boasts an exceptional academic program that fosters critical thinking, creative problem-solving, and a passion for exploration. Alongside academic excellence, Ursuline Academy empowers young women to become compassionate leaders in a rapidly evolving global society. The interdisciplinary curriculum promotes cultural awareness and the development of global competencies, aligning with the social teachings of the Catholic Church. As part of its commitment to going beyond borders, Ursuline Academy has established sister school and cultural exchange partnerships with eleven educational institutions across the world, including schools in Johannesburg, South Africa; Toowoomba, Queensland, Australia; Beijing, China; Santiago, Chile; and Lima, Perú.



Under the visionary leadership of Gretchen Z. Kane, the Academy's first lay President, Ursuline Academy has strengthened school programs and operations, transformed campus facilities, and made major new investments in technology. Recently completed, *The Campaign for Ursuline: Act, Move, Believe* exceeded its \$85 million goal as the most ambitious fundraising effort in school history. As Ms. Kane's tenure culminates with the Academy's sesquicentennial celebrations, the Academy stands at the cusp of an exciting era, poised to embrace the future, having invested in its faculty, campus, and programs to further enhance its ability to prepare young women for leadership across various fields.

Benefiting from a large and dedicated community of supporters and an engaged alumnae base, the Academy is governed by a strategic Board of Trustees that demonstrates best governing practices in partnership with the Academy's President and the Ursuline Sisters. Ursuline Academy looks forward to welcoming a President who will build upon the Academy's strong legacy while ensuring excellence in all aspects of the Ursuline experience. The next leader will be prepared to embrace a pivotal role in shaping the Academy's trajectory and capitalizing on the significant achievements of recent years.

Priorities for the President

Ursuline's Mission and Culture

- Upholding the Mission, Core Values, and Catholic Identity that the Ursuline Sisters have fostered throughout the Academy's history.
- Enhancing communication and relationships with current and past parents, and the wide community of alumnae.
- Responding to the needs and perspectives of a new generation of faculty and staff while empowering all Academy personnel.
- Leading initiatives that will increase diversity and promote unity within the Academy community.



Teaching and Learning Excellence

- Championing Ursuline's history of living in the center of both tradition and innovation by ensuring a learning environment which stimulates creativity and curiosity, sparks innovation, and encourages collaboration.
- With girls at the center of every decision, empowering the development of bold and resilient leaders through a balance of ambitious academics and student wellness.
- Strengthening programs for professional development and evaluation of faculty and administrators.
- Continuing to attract, hire, and support a gifted and skilled faculty and staff who fully embrace the mission and ethos of the Academy.
- Ensuring that Academy admissions and college advising and placement are actively supported by the President and Campus Administrative Team.

Strategic Direction and Finance

- Successfully overseeing the planning, creation, and implementation of the Academy's strategic vision for the future.
- Inspiring the generosity of current donors and expanding the community of alumnae benefactors in order to meet future aspirations for endowment growth, financial aid, competitive salaries and benefits, and the resources of other identified goals.
- Emphasizing institutional unity while collaborating and partnering with all constituencies.
- Monitoring all business operations of the Academy by remaining fluent in all matters related to independent school finance and long-term financial sustainability.



Experiences and Qualities Desired in the President

Ursuline's Mission and Culture

- A practicing Roman Catholic who models the mission, core values, and educational philosophy of the Academy, and embraces the unique Ursuline approach to student development and spiritual formation.
- An experienced and visionary strategist who will help the Board and Academy community envision and prepare for the long-term future of the school while addressing current opportunities and challenges.
- A compassionate and approachable leader who genuinely enjoys the company of students and understands the unique dynamics of adolescence for girls.
- A joyful and charismatic person who loves school life and is visible and engaged within the Academy and community.

Executive Leadership

- A confident and skilled executive leader who is prepared for the complex role of President, and able to work successfully with the boards of both the Academy and its Foundation.
- A grounded individual who inspires excellence while demonstrating wisdom and patience in leading a complex human institution.
- A leader who is comfortable directing fundraising initiatives and appreciates their importance for the future of the school.
- An excellent writer and public speaker who will be a proactive ambassador for Ursuline in the Dallas metropolitan area and the wider Catholic school community.
- An executive prepared to attract, retain, and develop exceptional faculty and staff.

Learn More

Click on the links below to learn more about Ursuline Academy of Dallas.

[School Website](#)

[Community and Inclusion](#)

[Core Values](#)

[School Profile](#)

[All Girls Advantage](#)

[College Matriculation](#)

[Strategic Roadmap](#)

[About Dallas, Texas](#)



To Apply

Interested candidates are invited to contact consultants Barbara Daush, Rhonda Durham, and Karen Neitzel in confidence and should submit the following materials electronically in **one email** and as **separate** documents (preferably **PDFs**) that are **titled**, beginning with candidate's last, first name and date (Example: Doe, Jane, Resume 6-20-23):

- A cover letter expressing interest in this particular position;
- A current résumé;
- A statement of leadership practice and accomplishment, blending educational beliefs with one's leadership track record;
- A completed Candidate Questionnaire (to be supplied by the consultants);
- A list of five professional references with name, phone number, and email address of each. (References will not be contacted without the candidate's permission.)

Selected candidates will also be asked to provide responses to writing prompts specific to this position.

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