



**MERCY**  
CAREER & TECHNICAL  
HIGH SCHOOL

# President

SEARCH PROSPECTUS



# MERCY CAREER AND TECHNICAL HIGH SCHOOL

PHILADELPHIA, PENNSYLVANIA

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

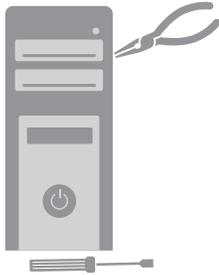
START DATE - IMMEDIATE OPPORTUNITY

Partners in Mission School Leadership Search Solutions, LLC

# MERCY MILESTONES

**94%**have earned  
**Adobe Illustrator  
certification**

since testing began in this area

**CTE PROGRAM: ADVERTISING  
ART & WEB DESIGN****14%**of students  
have entered full-time  
employment upon graduation in  
the past 5 years**94%**computer services  
students have  
earned **CompTIA  
IT Fundamentals** certification  
since 2013**CTE PROGRAM: COMPUTER  
SERVICES**Each Mercy student  
achieves a *minimum* of  
**50** community  
service hours prior to  
graduation, and many exceed  
this number**98%**pass rate for  
**Nurse Aide certification**  
since the program  
began in 2000**CTE PROGRAM: HEALTH  
OCCUPATIONS****100%**have earned  
**MOS certification**in Word, Excel and PowerPoint  
over the last 5 years**CTE PROGRAM: BUSINESS****92%**have earned  
National Center for  
**Construction Education &  
Research (NCCER)** over  
the last five years**CTE PROGRAM: BUILDING  
TRADES****10  
custom  
built**Virtual Reality computers,  
**by Mercy CTE students,**  
with 10 HTC Vive systems**95%**of students  
have graduated  
as **fully  
licensed  
cosmetologists**  
since 2013**CTE PROGRAM: COSMETOLOGY****12** Athletic  
teams and**8** Community Service  
Organizations and Clubs**93%**earned National  
Restaurant  
Association Educational  
Foundation **ManageFirst  
Nutrition Certification****CTE PROGRAM: CULINARY  
AND PASTRY ARTS**



# COOPERATIVE EDUCATION PROGRAM

- Senior year opportunity
- Students work ~20 hours per week
- Enhances skill set learned in CTE lab
- Paid position
- Could lead to full-time employment

## Some of Our Partners Include:

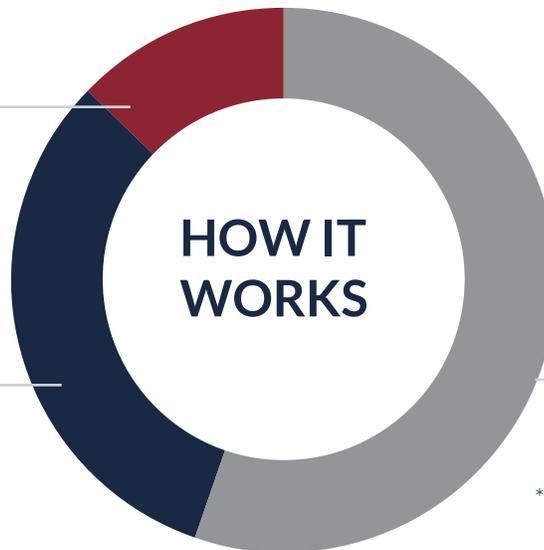


## A Sampling of Certifications upon Graduation:



Average annual cost each family pays **\$3,000\***

Average annual tuition **\$8,000**



Average annual cost to educate each student **\$14,000**

\*Our Admissions office works with each family to help them afford our tuition



## ABOUT THE SCHOOL

### *History*

Founded in 1950 by the Sisters of Mercy, the school has educated thousands of young men and women from Philadelphia neighborhoods and the surrounding suburbs. Mercy Career & Technical High School offers the finest career and technical education and training in an environment that promotes spiritual values, moral development, and service to others.

Conceived initially as Mercy Technical School, the school moved in 1972 from its original location at the corner of Broad Street and Columbia Avenue to its present location at 2900 West Hunting Park Avenue and serves nearly 330 co-ed students.

Mercy CTE offers an academic program designed to meet the educational and career goals of students of varied interests and ability levels. Over four years, fundamental curriculum offerings in English, Math, Science, and Social Studies combined with four years of Theology classes, provide graduates with a sound basis for continuing education, entry-level employment, and apprenticeship programs. Additionally, students receive superior technical training in seven career and technical education (CTE) programs, including Advertising Art & Web Design, Building Trades, Business, Computer Technology, Cosmetology, Culinary & Pastry Arts, and Health Occupations. Graduates earn a high school diploma based on the Pennsylvania Department of Education requirements and industry-recognized licenses and certifications.

In 1982, the school was recognized by the U.S. Department of Education and the Council for American Private Education as one of sixty exemplary private high schools in the nation. Mercy Career & Technical High School is accredited by the Middle States Association.

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Since 1998, Mercy has been recognized by the Pennsylvania Cooperative Vocational Education Association for having been the recipient of more post-secondary scholarships than any other vocational high school in Pennsylvania.

In December 2022, the school was voted Metro Philly's "Best of" Career & Technical High Schools for the second year in a row!

Additional information regarding the only four-year, co-educational, Catholic, vocational high school in the United States can be found [here](#).

### ***Mission Statement***

Mercy Career & Technical High School provides a Catholic education and a comprehensive academic, career and technical experience which prepares students for the workforce and/or post-secondary education.

Compelled by Mercy, faculty and students live the Gospel in word and action and promote service to others. Mercy Career & Technical High School graduates a highly competent, compassionate, contributing member of the global community.

### ***Core Values***

As the Mercy Career & Technical High School community, we believe:

- Every person has inherent dignity and is worthy of respect.
- Within a diverse environment we build a culture of appreciation, acceptance, understanding, and collaboration.
- Preparing students for meaningful lives and successful careers is an investment in the future.
- Our students are blessed with gifts that are better developed through career and technical education.
- Education is a partnership among students, teachers, family, employers, and community.
- Spiritual and moral development are essential.
- The Mercy Community is called to service and to be Mercy in word and deed.

### ***Graduate Profile***

Mercy Career & Technical High School prepares students for the future and motivates them to live the Gospel in word and action. It is expected, therefore, that the Mercy CTE graduate will manifest knowledge, attitudes, and skills that are consistent with the core values of Mercy Career & Technical High School.

### ***Knowledge***

- Our students are blessed with gifts that are developed through career and technical education.
- Education is a partnership among students, teachers, family, employers, and community.

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***The Mercy CTE graduate will possess:***

- A high school diploma.
- Industry-recognized licenses or certifications.
- Marketable competencies.
- Strong faith, morals, and integrity.
- Personal knowledge, social responsibility, and global awareness.

***Attitudes***

- Every person has inherent dignity and is worthy of respect.
- Spiritual and moral development are essential.
- Within a diverse environment we build a culture of appreciation, understanding, and collaboration.

***The Mercy CTE graduate will possess:***

- A positive and reliable work ethic.
- A professional approach to a career.
- Respect and appreciation for the dignity and diversity of others.
- Compassion and a willingness to serve.
- Perseverance in honoring commitments.
- A desire to live as a responsible citizen within a global community.





## ***Skills***

- Preparing students for meaningful lives and successful careers is an investment in the future.

## ***The Mercy CTE graduate will possess:***

- Technical skills to succeed in an ever-changing world.
- Effective communication skills.
- Decision-making and leadership skills to live responsibly.

## **GOVERNANCE STRUCTURE**

Mercy Career and Technical High School is a sponsored educational ministry of the Sisters of Mercy of the Americas, governed by a two-tiered Board of Trustees. The Mercy CTE board is composed of at least three Sisters of Mercy and lay professionals committed to preserving and furthering the unique mission of Mercy CTE. The Mercy Education Board of Directors is the sole member of the two-tiered governing structure and holds the reserved powers.

The 20-member Mercy CTE board provides oversight through their expertise in education, building and facilities, advancement, and finance; and supports the administration of the school. Reserved powers which include mission, finances and property remain with Mercy Education as delegated by the Sisters of Mercy of the Americas.

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## SCHOOL MINISTRY

At Mercy Career & Technical High School (Mercy CTE), faith and service are integral parts of the learning experience. The School Ministry Office provides opportunities for students to encounter God through Eucharistic Liturgies, Interfaith Prayer Services, Class Retreats, and Days of Service.

Mercy students then answer the call to serve at various locations in the Philadelphia area. They put their faith in action by living out the Works of Mercy: feeding the homeless, clothing the naked, giving drink to the thirsty, among others.

Additionally, School Ministry is a place where students of all faith traditions can feel welcome and celebrated. Through dialogue and conversation, students can learn from one another and from the faith experiences of their peers.

In the spirit of Catherine McAuley, School Ministry encourages students and faculty to build community centered around a common faith in a God of love and mercy.

Supplementary to the Theology curriculum, opportunities are given for the students to participate in:

- Monthly Eucharistic Liturgies
- Advent and Lenten Sacrament of Reconciliation
- Monthly Interfaith Prayer Services
- Days of Retreat for each Grade
- Days of Service for the Junior Class
- Ring Mass for the Junior Class
- Baccalaureate Mass for the Graduating Seniors



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## ACADEMIC PROGRAM

Mercy CTE offers an academic program designed to meet the educational and career goals of students of varied interests and ability levels. Due to the 1,250+ hours students spend in their career programs the school is limited in its ability to offer foreign languages and AP Courses.

With 16+ expert academic faculty, students graduate with a host of skills including critical thinking, collaboration, communication, and problem solving. Integrated within the core subjects are 21st century themes: global awareness, financial and economic understanding, civic responsibility, health literacy, and environmental consciousness.

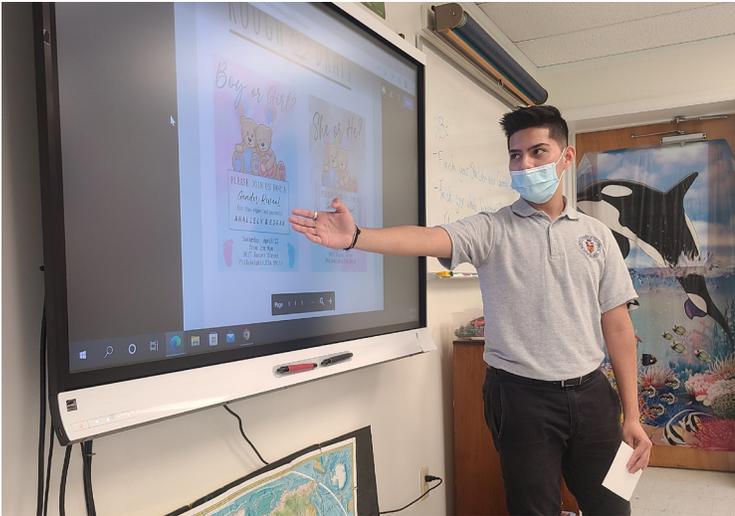
Over the course of 4 years at Mercy CTE, the academic curriculum, combines with four years of Theology classes, to provide graduates with a sound basis for continuing education, entry-level employment, and apprenticeship programs. Academically, graduates earn a high school diploma based on requirements defined by the Pennsylvania Department of Education.

The McAuley Program offers an alternate support structure for a student who has special learning needs and who meets the educational requirements of the program. This is a select program with a small class size. The curriculum focuses on the development of English, reading, math, study skills, and organizational skills.

The campus is a wireless campus thanks to the work of Mercy CTE electrical students and computer technician students. Each classroom is equipped with a SmartBoard and a mounted projector. Students carry a netbook 24/7 using them in class to access online resources, share information, create content, and take notes.

Teachers continually receive technology training to stay current. They integrate technology in





academic courses as well as in career and technical programs in creative ways.

### **Capstones**

As defined by Merriam-Webster, a capstone is a “high point: crowning achievement”.

Students use all of the skills they’ve built over the course of their 4 years at Mercy, highlighting their educational and intellectual experience. Performed at the end of senior year, students start formulating their topic, profession, or social issue. Working with and/or calling on mentors in their field of interest, students are guided through the project, gaining knowledge of their chosen topic, and real-world experience, where possible.

Major Capstone milestones include conducting thorough research on the project, maintaining a portfolio detailing the steps taken, creating a final presentation demonstrating steps that were taken and what was learned, and presenting to a panel of Mercy CTE faculty, administration, and alumni.

### **ATHLETICS**

Mercy uses team sports to help teach accountability, dedication, leadership, and other skills. Team sports tend to bolster the five C’s: competence, confidence, connections, character, and caring. At the heart of this is self-esteem, stronger relationships, and higher academic performance. Team sports research has shown that student-athletes tend to have higher graduation rates than non-athletes and they tend to be more emotionally stable than non-athletes. With this in mind, Mercy offers baseball, boys’ and girls’ basketball and bowling, cheerleading, boys’ and girls’ soccer, softball, track and field, and girls’ volleyball.

### **THE OPPORTUNITY**

Earlier this school year, current President, Sr. Rosemary Herron, announced she would be stepping down as Mercy CTE’s longtime leader. Sr. Rosemary served the school community for over 25 years, first as Principal and then as the first President. Under her guidance, this unique Catholic school community has continued to flourish, fulfilling its mission of graduating competent, compassionate, and contributing members of the global community. Because of Sr. Rosemary’s leadership and the

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support of passionate and engaged business partners, Mercy CTE is well-positioned for an exciting and promising future. Recently, constituents and stakeholders of the school community recognized her commitment to the school by hosting a reception where more than 160 donors contributed over \$510,000 in her honor to ensure the continued excellence and affordability of a Mercy CTE education.

Similar to Catholic schools across the country, Mercy CTE faces the critical challenges of sustaining and growing enrollment, providing fair and competitive compensation for faculty and staff, implementing 21st-century career and technical curriculums and related student learning experiences, keeping tuition at affordable levels, securing necessary resources to provide adequate levels of tuition assistance, and continually updating facilities to support academics, athletics, and co-curricular activities.

## THE POSITION

The President is the school's Chief Executive Officer serving as President of the Corporation, assuring the school's faithfulness to its unique mission and its sustainability. The President is the spiritual and educational leader, responsible for managing the strategic vision, policies, and finances to ensure a safe, merciful, Catholic learning environment that meets the approved academic and CTE curricula and mission of the school. In promoting the good reputation and values of the school to the external community, the President is supported by a Principal, CFO, and Directors of Advancement, Admissions and Marketing, and Facilities. The President is accountable to the school's governing bodies - the



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Mercy Education System of the Americas and the local Board of Trustees.

The ideal candidate will be an ardent champion for career and technical educational opportunities for underserved inner-city youth. The President will be able to articulate a direction and priorities for the school by leading a comprehensive strategic planning process and have experience in overseeing and utilizing opportunities with and among other educational institutions, business and trade partners, co-op employers, and other community organizations. As a visible presence within and outside the school community, the President must be able to advance the marketing and advancement initiatives of the school. Ideally, the successful candidate will have significant executive leadership experience, the ability to articulate Mercy CTE's value proposition, and demonstrated ability in acquiring funds through soliciting 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 Catholic education, particularly the career and technical education of inner-city young men and women in the Sisters of Mercy tradition, possess an understanding of and appreciation for the President/Principal model of administration, and be comfortable working with a committed Board of Trustees, the Sisters of Mercy, and Mercy Education System of the Americas.

While the President must have a demonstrated capacity for broad institutional leadership, candidates could have attained this experience through various career paths, including secondary or higher education, non-profit management, 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 an advanced degree in an educational or business-related field. Salary is competitive with the local Catholic school market and commensurate with education and experience.





## EXPECTED QUALITIES AND CHARACTERISTICS

We seek candidates who are mission-driven leaders with a demonstrated capacity to think strategically while inspiring and motivating faculty, staff, students, parents, alumni, and other stakeholders to advance the school's vision of excellence based its unique mission and the respected charism and beliefs of the Sisters of Mercy.

While the President must have a demonstrated capacity for broad institutional leadership, it is possible prospective candidates could have attained this experience through a variety of different career paths including secondary or higher education; non-profit leadership; or work in the corporate or public sector.

The President of Mercy CTE is expected to have many of the following qualifications:

- A candidate is expected to be an active participating Catholic who is motivated to share and model his/her faith with the vibrant Mercy CTE faith community.
- Capacity to comprehend, embrace, model, and promote this Catholic community imbued by the charism of the Sisters of Mercy as captured in its Core Values.
- Passion for championing educational and career opportunities for underserved inner-city youth to support their formation as highly competent, compassionate, contributing members of the global community.
- Enthusiastic and articulate advocate for the advantages of career and technical education.
- Commitment to and skill in building and strengthening a diverse and inclusive community consistent with a Catholic identity and the ability to navigate diverse cultural and social situations with ease.
- Accessible and approachable leadership style, with the capacity to relate to all internal and external constituents while being extremely visible and interactive on campus and at school-sponsored events - locally and beyond.
- 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, financial management, facilities management, strategic planning, alumni relations, and fundraising.

- Highly skilled relationship builder with proven ability to cultivate partnerships with other organizations in education, business, building trades, and philanthropic communities to ensure exceptional employment, growth, and leadership opportunities for students.
- Hands-on management experience that demonstrates vision and courage and the ability to communicate and lead effective change.
- 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 Trustees members.
- Experience in organizational development and problem solving.
- Exceptional 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.
- Experience integrating research, data analysis, and metrics to help define and achieve desired outcomes or benchmarks of excellence.

## ABOUT THE AREA

Philadelphia is the largest city in the Commonwealth of Pennsylvania and the sixth largest city in the United States. It is the home of many “firsts” including the nation’s first library, hospital, medical school, national capital, university, stock exchange, zoo, and business school. In 2021, Time Magazine named Philadelphia as one the world’s greatest 100 places.

Mercy CTE is located in Upper North Philadelphia and is just 2½ miles from Temple University and 3 miles from La Salle University. There is easy access to SEPTA stations, East Falls, Germantown, and North Philadelphia and just minutes to Broad Street and Route 1.

## APPLICATION PROCEDURE

- To apply, please submit the following four documents, confidentially, and as separate PDF attachments.
  - » Letter of Interest that articulates your passion for leading this unique Catholic school community. Include how your experiences and skill sets align 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, relationships, phone numbers and email addresses. No references will be contacted without your knowledge and approval.
- Please include Mercy Career and Technical School in the subject field.



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

Michael Furey, Partner  
 mikefurey@partnersinmission.com  
 Partners in Mission School Leadership Search Solutions, LLC  
 570-730-2655 (Cell) | 877-738-4810 (Office)  
 www.partnersinmissionsls.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.

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

Partners in Mission School Leadership Search Solutions

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