



President

SEARCH PROSPECTUS



MOUNT DE SALES ACADEMY

MACON, GA

www.mountdesales.net

START DATE – JULY 2024



MISSION STATEMENT

Mount de Sales Academy, an independent Catholic school sponsored and inspired by the Sisters of Mercy, is a diverse college-preparatory community of learners—students and teachers alike—who are poised to discover, challenged to innovate, and motivated to serve.

PHILOSOPHY OF EDUCATION

Mount de Sales Academy commits itself to teach as Jesus did, through the word of the Gospel and Christ-like action. The school endeavors to serve students of diverse backgrounds and needs in their quest to develop as complete individuals. Mount de Sales encourages students to take ownership of their learning and to discover problem solving strategies that benefit them in all areas. Mount de Sales assumes the responsibility of collaborating with other educational influences, especially the family, in the formation of the whole person. As Mount de Sales continues the tradition and vision of the Sisters of Mercy, it seeks to graduate students who are not only prepared for academic and social challenges, but who are motivated by living a more responsible and God-centered life encompassing the values of the school's Catholic heritage.

CORE BELIEFS

Mount de Sales Academy holds the following core beliefs:

- Every person is called to holiness and to develop a relationship with a personal and loving God.
- Every person is valued as a unique individual with physical, social, emotional and intellectual gifts and needs.
- Every person is called to respect the value of life and the dignity of each individual.
- Every person must be aware of and responsive to his/her current and long-range obligations to the global community.

FAST FACTS



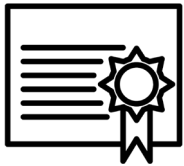
1876

Founded



#1

in middle Georgia for
National Merit Semifinalists
over past 15 years



71%

of faculty hold advanced degrees

- Every person can learn and achieve his/her full potential when provided with a variety of appropriate learning strategies.
- Every person's self-esteem is enhanced by positive relationships and mutual respect.
- Every person in the school community shares the responsibility for advancing the school's mission.

Mount de Sales is a sponsored ministry of the Institute of the Sisters of Mercy of the Americas and is a member of Mercy Education. Mount de Sales holds these values in common with other Mercy Schools:

- Compelled by Mercy
- Educational Courage
- Inspired by Faith
- Principled Leadership
- A Voice for Dignity and Respect

SCHOOL HISTORY

Mount de Sales Academy was founded in 1876 by the Sisters of Mercy, a religious order of the Catholic Church. The academy was established as a school for girls and was originally known as "Academy of the Sacred Heart." The school aimed to provide a rigorous education while instilling Catholic values in its students.

Over the years, the school underwent several name changes and reorganizations. In 1916, it became known as "Mount de Sales Academy" in honor of St. Francis de Sales, a patron saint of writers and educators. The school continued to evolve and grow, adapting to the changing educational landscape and societal demands. Mount de Sales Academy became co-educational in 1959 with the acceptance of freshman boys. The Most Reverend Thomas J. McDonough, the then-bishop of the Savannah Diocese, requested this change in order to provide a Catholic high school education for Catholic boys in Macon.

The school's campus has also expanded and modernized over time, offering state-of-the-art facilities to support student learning and development. In 1996, 70 acres of land were acquired on which the Academy's first athletic complex would be completed. Two years later, Cavalier Fields was dedicated. The complex includes a football stadium and practice field, a soccer field and practice field, a baseball field, a softball field, a state-of-the-art rubberized track, tennis courts, concession house and patio.

In 2004, the David J. Zuver Performing Arts Center, a complex where students' intellectual, physical, and spiritual development is realized, was opened. This multi-purpose facility includes a 650-seat theater, practice rooms for chorus, band, and music, two art rooms, a dark room, and five classrooms.



A decade later, Father John Cuddy Hall, a state-of-the-art middle school building, was completed and houses grades 6 through 8. In 2015, the school invested over \$1 million in building enhancements to align with redevelopment changes in Macon's College Hill Corridor, a two-square mile area between Mercer University and the downtown business district

Throughout its history, Mount de Sales Academy has maintained a reputation for academic excellence and a commitment to spiritual and moral development. It has produced many accomplished alumni who have made significant contributions in various fields. Today, Mount de Sales Academy holds the distinction of being the first and only National Blue Ribbon School of Excellence private high school in Middle Georgia.

Click [here](#) for a brief video overview of the school.

SPIRITUAL LIFE

Through spiritual and outreach activities, Mount de Sales students discover their call to holiness and nurture their respect for the life and dignity of each person. Liturgical events mark the high points of the school year as the entire community joins together in prayer. Each grade level has a spiritual retreat every year to build a sense of community and deepen one's personal faith journey.

Campus ministry also supports outreach and opportunities to serve the greater community. In the Middle School, each grade adopts a focal concern – health, poverty, or literacy – and creates service and learning opportunities around that need. In the Upper School, students volunteer individually and in small groups through the Mercy in Action program. The Mercy in

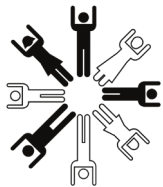


FAST FACTS



90%

of students participate in sports
as an athlete or manager



49%

students of color

AP

30

AP and honors courses



Action is a program that strives to instill values of the Sisters of Mercy, and the Corporal and Spiritual Works of Mercy, and servant leadership into the lives of students, faculty, and staff. Upper School students are required to complete a certain number of Mercy in Action hours during each academic year.

Typically, the school plans events which help students live out Mercy in the community. Examples of these kinds of events have included:

- Serving breakfast at Macon Outreach
- Serving patrons at the St. Vincent de Paul Food Pantry
- Facilitating discussions about race and racial injustice.
- Tutoring, mentoring and supporting local elementary school students
- Cultivating neighborly relationships with people in Macon, for example at Saint Paul's Apartments
- Revitalizing houses through Rebuilding Macon and the Fuller Center

Fr. Casey Cole, OFM, is a key member of the campus ministry team responsible for the sacramental aspects of campus life. Fr. Casey graduated from Furman University in 2011 with a degree in Religious Studies and a minor in Poverty Studies. He entered the Order of Friars Minor (Franciscans) in August of 2011, made solemn profession in August of 2017, and was ordained to the priesthood in June of 2019.

FAST FACTS



45%

of students receive financial aid



15

alumni on faculty



70%+

of graduates admitted to
University of Georgia

ACADEMICS

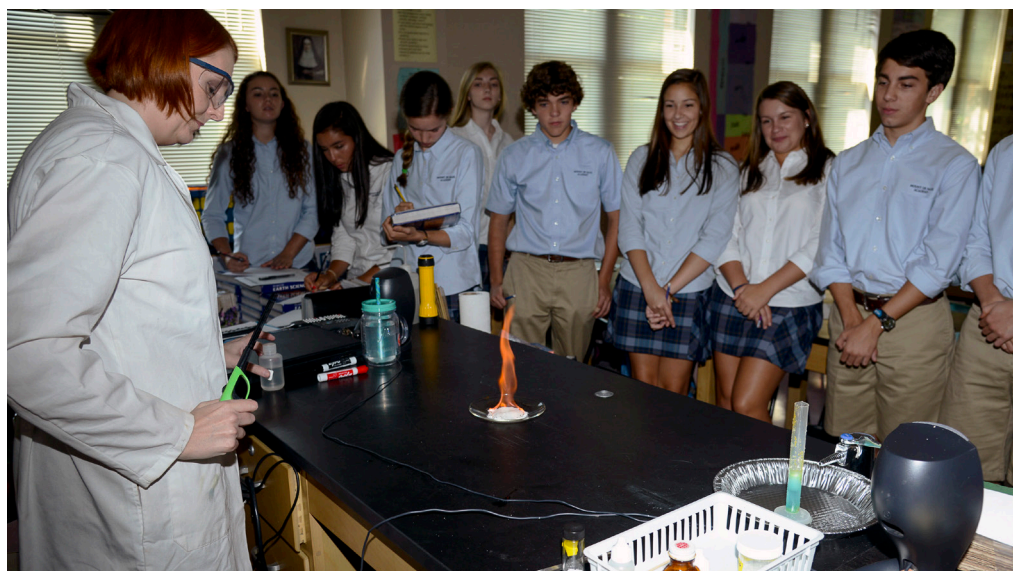
Mount de Sales offers an engaging, relevant, and rigorous college preparatory curriculum to a diverse community of learners in Middle Georgia. The students have the opportunity to maximize their intellectual growth while developing the critical thinking, creativity, communication, and collaboration skills essential to meeting the challenges of life in the 21st century.

Mount de Sales develops academic potential in tandem with spirituality and civic-mindedness. The storied tradition of Mercy education fosters respect for the dignity of individuals, a strong sense of social justice, and systemic change according to these ideals.

Both the Middle and Upper School divisions are grounded in best practices and current research on teaching and learning. The instruction blends innovation with traditional approaches to teaching and learning. Teachers work in cohorts to plan a rigorous course of study and to address individual student needs. The faculty members are highly credentialed and compassionate experts in their subject area. Each faculty member is required to remain active in their professional field and area of study, and over 70% of faculty members have advanced degrees.

Mount de Sales is the only school in Middle Georgia with a membership in the Cum Laude Society. The Academy was selected based on the rigor of the curriculum, SAT & AP scores of students, and the ranking of its top 20% of students in national comparisons.

Mount de Sales prepares its graduates for success in college and beyond. In a recent study, more than 80% of the alumni reported earning at least a 3.0 GPA after their first year of college.





ATHLETICS

Mount de Sales Academy has a long history of fielding competitive teams and winning state championships. The school's athletic program is student-centered, and all students are encouraged to participate in a variety of sports. The coaching staff develops committed athletes and inspires young men and women to become outstanding citizens with knowledge, character, and discipline.

Mount de Sales competes in the GIAA (Georgia Independent Athletic Association), an ancillary division of the Georgia Independent School Association, Class AAA.

Presently, the school offers 16 different sports, with 50 teams across the Middle School and Upper School (junior varsity and varsity levels). Approximately 90% of the student body participates in at least one sport as an athlete or manager. The school has won 51 state championships across a variety of sports, including 17 state titles in swimming in the past 24 years.

OVERVIEW OF THE POSITION

The current President, David Held, will be retiring next summer after an extraordinary 14-year tenure. To this end, the school has recently launched a nationwide search for its next school leader.

The President of Mount de Sales leads in the most important aspects of the institution. Serving as the lead in spiritual guidance which reflects the visions, ideals and charism of the Sisters of Mercy, the President ensures that the MDS community is grounded in the values of the Catholic Church. Additionally, the President ensures that the academic standards are exceptional, the athletics are robust, and the student life is fulfilling and



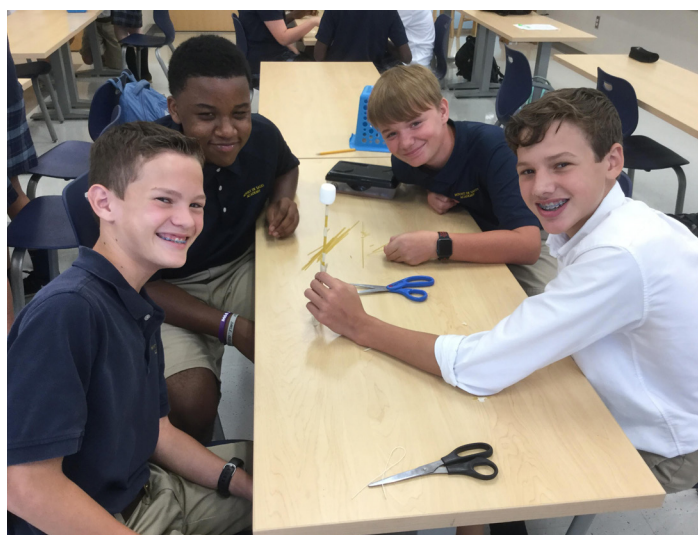


holistic. The President provides oversight of the School and its operations including staff, advancement, financial stability, and enrollment. The President reports directly to the Board of Trustees and shall operate the School according to the policies and philosophy formulated by the Board of Trustees, Sisters of Mercy (MESA) and serves in accordance with Catholic teachings.

KEY RESPONSIBILITIES

- The President is responsible for establishing and implementing the mission of Mount de Sales Academy while implementing the vision and policies of the Board and the Sisters of Mercy. The President shall serve as a member ex-officio of all standing committees of the Board of Trustees and work with Board to develop the school's strategic plan while leading and executing strategy and aligning it with the areas of spirituality, academics, student life, athletics and finances. This includes attending all Board meetings and managing records and preparing reports to keep the Board informed of all operations of the school. The President shall serve as the representative of the Board in its relations with the faculty, staff, students and the patrons of the corporation.
- The President shall select and hire properly qualified persons to serve as members of the faculty and administration (including members of the Board in an advisory role for those key hires of other administrators who interface regularly with the Board, such as admissions, finance, and development officers in particular). This includes all matters regarding employment, retention, and dismissal of personnel; salaries and contracts; job assignments and performance evaluations; and orientation and training.

- The President shall coordinate the activities of the entire school and shall hold regular meetings of the faculty and staff.
- The President, in conjunction with the leadership team, supervises all the programs of the school (academic, athletic, campus ministry and other extracurricular programs); ensures that curricula supports the school's mission; prepares for and conducts periodic program evaluations; submits reports to external agencies as required; and has final approval of and authority over disciplinary policies and standards of conduct.
- The President supervises and/or assists with all other aspects of the school's operation, including (but not limited to) facilities maintenance and operation, food service, transportation, summer programs, development and fundraising, and alumni affairs.
- The President collaborates with alumni and the Director of Marketing to strengthen an alumni program.
- The President supervises the Chief Financial Officer and monitors employee benefits programs, income, expenditures, collections and cash flow to ensure that appropriate financial records and reports are maintained.
- The President supervises the Director of Admissions in determining programs for the recruitment of students, including marketing and outreach, information dissemination, applicant testing and interviews and acceptance decisions.
- The President supervises the Director of Development and development efforts to cultivate and effect generous support of the school.
- The President supervises the college counselor in planning for an appropriate program for college guidance and college admissions.
- The President must define the advancement needs of the school and create goals in collaboration with the Advancement and Finance Office approving strategies and tactics to align with goals of the school and securing funds.





- The President maintains a high level of visibility in the community and campus demonstrating the hallmarks of a servant leader while proactively establishing and nurturing relationships with constituent groups and individuals (education, civic, religious, business, parents, alum, etc.) to increase the School's visibility and promote advancement efforts.
- The President is the leader in fostering an environment of inclusion by welcoming diversity among students and employees as it relates to culture, race, ethnicity and religious backgrounds as well as sexual orientation, gender identity, socio-economic levels, and political affiliations.

DESIRED ATTRIBUTES AND QUALIFICATIONS

- Proven professional experience in high-level, executive leadership in nonprofit and/or for-profit arenas
- A passion for the mission of Mount de Sales Academy and the charism of the Sisters of Mercy
- Highly collaborative yet decisive approach to leadership, exhibiting a quiet, humble confidence
- Comfort with being highly visible, both internally and in the broader Macon community
- Experience to uphold the school's tradition of excellent academics, strong spiritual formation, competitive athletic, artistic and educational extracurricular pursuits, focus on service to the community, and the importance of faith and family
- Visionary and strategic approach that balances current needs and tradition with future needs of the school and its constituents



- Excellent communication skills with both internal and external audiences
- Firm understanding and appreciation for the diplomacy required to work with various constituent groups
- Financial savvy
- Experience with building strong relationships with donors/potential donors and success in philanthropic pursuits
- Highly relatable to teachers, staff, parents, students, and alumni
- Pastoral approach to leadership

OPPORTUNITIES AND CHALLENGES

The next President must be prepared and equipped to shepherd Mount de Sales through a comprehensive strategic planning process, which will prioritize key goals for the institution in the years ahead.

The next President must be intentionally and highly engaged with constituencies within middle Georgia to build new relationships and restore old ones, including the relationships with area pastors and their parishes.

The next President must be a skilled advancement leader who understands the necessity of cultivating and stewarding current and prospective donors for the school.

The next President must become the chief brand ambassador for Mount de Sales in the middle Georgia region. This will necessitate involvement in area civic, ecclesial, and social opportunities in order to champion the distinctive opportunities that Mount de Sales has provided the Macon community for nearly 150 years and to cast an exciting vision for the next chapter of the school's history.

ABOUT THE AREA

The campus of Mount de Sales Academy sits atop a historic hill overlooking the city of Macon, the central Georgia locale undergoing an impressive downtown revitalization that encompasses dining, entertainment, art, and shopping. This year, Macon celebrates its bicentennial, and this noteworthy





birthday brings with it seven art galleries, over 40 theaters and bars, over 50 restaurants, and many diverse shops and boutiques. Known as the “Cherry Blossom Capital of the World,” Macon is also home to 300,000–350,000 beautiful Yoshino Cherry Trees that bloom around the city in late March every year. The associated annual festival founded in 1982 lasts for ten days and features events for people of all ages and from around the world.

Macon is also home to Mercer University, the oldest private university in the state of Georgia and enrolls more than 9,000 students in 12 colleges and schools. The beautiful architecture of Mercer University is reflected intentionally in the style of Mount de Sales’ campus, and the collaboration opportunities with such a higher education institution are boundless.

APPLICATION PROCESS

The search committee is on a fast-track to identify and secure the next President. All inquiries and applications will be treated with the highest degree of confidentiality and with the greatest respect.

The successful candidate will be expected to assume the responsibilities of the position in July 2024. Do not delay. Connect with us today!

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 the school as you understand them.
- Statement of Catholic educational leadership philosophy.
- Current resume with all appropriate dates included.
- List of five references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.
- Please include “Mount de Sales Academy - President” in the subject field.



Assemble all of the application materials in one email to:

Kyle Pietrantonio, Partner
kpietrantonio@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
8 Nicklaus Way | Mashpee, MA 02649
202-390-0230 (Cell)
www.partnersinmissionslss.com



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