



President

SEARCH PROSPECTUS

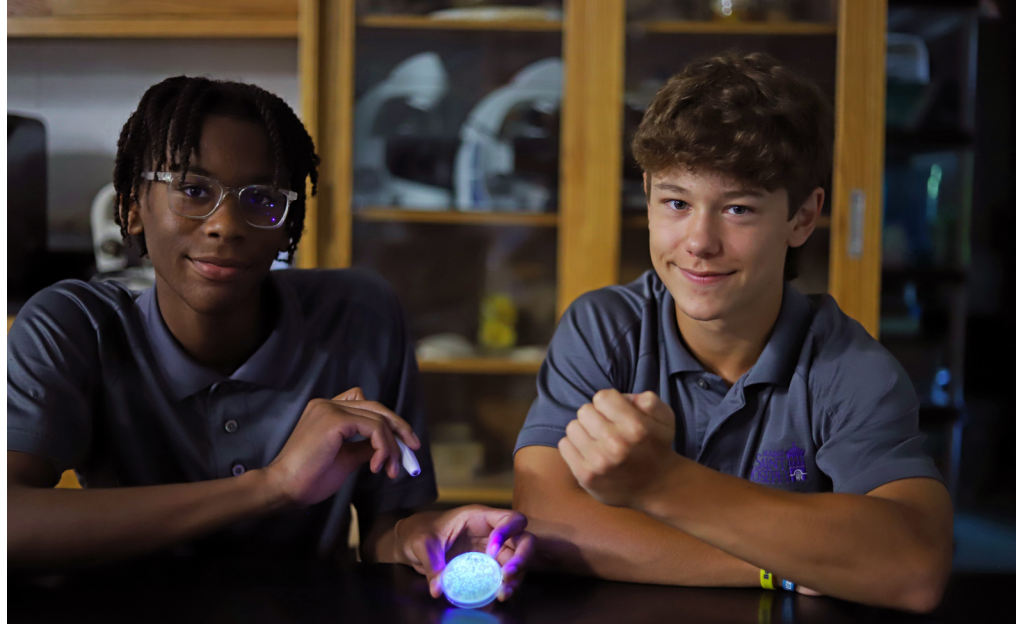


MOUNT SAINT JOSEPH HIGH SCHOOL

BALTIMORE, MD

www.msjnet.edu

START DATE - JULY 2025



MISSION STATEMENT

Mount Saint Joseph is a Catholic, college preparatory school for young men sponsored by the Xaverian Brothers. Faithful to the tradition of Xaverian education, Mount Saint Joseph strives to be a community of growth and learning characterized by enduring personal relationships, an emphasis on spiritual formation, a challenging academic program, and a commitment to justice and peace.

THE MOUNT SAINT JOSEPH WAY

As a Xaverian Brothers Sponsored School, Mount Saint Joseph views education in terms of message, community, worship, and service. The students and faculty are inspired to appreciate the role of faith in their lives, to understand community in a global as well as local sense, to experience personal and communal prayer, and to realize that service to others is fundamental to the gospel message of Jesus.

The school views academic excellence as an achievable goal for every student as each one learns and grows according to his individual talents and learning style. The school believes that the total education of each student necessitates an active collaboration with parents.

Mount Saint Joseph encourages the participation of each student in a well-developed program of athletics and extra-curricular activities which complements our educational endeavor. The entire school is committed to the progressive fostering of self-discipline and independence while maintaining the primary importance of providing an environment in which all students can learn to become informed, caring, contributing citizens of the world.

FAST FACTS



1876

Founded



811

Students

AP

93%

of students scoring 3 or higher on AP exams

BELIEF STATEMENTS

- We believe that those who teach at Mount Saint Joseph are called to understand and live out our role as ministers of the Gospel of Jesus Christ which we proclaim by our attitudes, actions, and manner of relating to others, especially our students.
- We believe in and respect the God-given dignity, talents, and potential of each member of our community, and we welcome and celebrate the diversity which exists therein, recognizing that the diverse backgrounds and stories of our students, families, faculty, and staff and their differences in learning are gifts to the school community and reflective of the universal nature of the Catholic Church.
- We believe in creating a school community of belonging that allows young people to feel welcome, included, and secure, and that challenges them to reach their unique potential so they can make positive contributions to society.
- We believe in providing a variety of programs geared towards the development of the whole person in order to provide our students with opportunities for growth.
- We believe in the development of critical thinking skills that will prepare students to respond to societal changes and trends.
- We believe in educating students in Gospel values and the social teaching of the Catholic Church so that they are capable of making informed judgments about the issues which confront them, particularly those of justice and peace.
- We believe in developing and providing programs that allow students to serve others, in particular the poor and marginalized.
- We believe that we are distinguished by our Xaverian spirituality characterized by the values of humility, trust, zeal, compassion, and simplicity.

SCHOOL HISTORY

Mount Saint Joseph High School has a rich history dating back to its founding in 1876 by the Xaverian Brothers, a religious order dedicated to education. Initially established as a school for boys, Mount Saint Joseph quickly gained a reputation for academic excellence and a strong emphasis on character formation. Throughout the late 19th and early 20th centuries, the school steadily expanded its programs and facilities, attracting students from across Baltimore and beyond.

In recent decades, Mount Saint Joseph High School has continued to evolve, adapting to the changing needs of its student body and the broader community. In 2000, the school opened a new technology and media center, and in 2008, the school dedicated a brand new track, field, stadium, and bridge as part of the first phase of a capital campaign.



In 2012, George Andrews succeeded Brother James Kelly, C.F.X. as President of The Mount and became the first lay person to lead the institution. A year later, the new 60,000 square foot Smith Center opened and houses a performance gymnasium, locker rooms, weight training room, three-ring wrestling room, sports medicine facility, indoor batting cages/swing room, and an alumni event space.



Throughout the school's nearly 150-year history, Mount Saint Joseph has remained steadfast in its commitment to providing a special formation and education of the young men entrusted to its mission. The school is representative of the community it serves and the state of Maryland at-large. A generous financial aid approach and a tight-knit brotherhood of alumni passionate about the Mount have allowed this to be possible.

[View a brief video overview of the school.](#)

SPIRITUAL LIFE

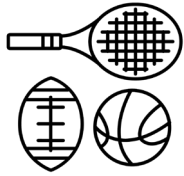
The Mount manifests its identity as a Xaverian Brothers Sponsored School through campus ministry programs and prayer experiences rooted in the values of the Xaverian charism: humility, trust, zeal, compassion, and simplicity. As a critical aspect of teaching the students to grow in their faith and better understand their relationships with God, the school provides opportunities for students to live out their Christian calling and learn the value of caring for others through community service.

Each year, students participate in a classwide retreat.

- Freshman Retreat: The freshman retreat is a day for students to reflect on how the values of the Xaverian charism animate life at our school.
- Sophomore Retreat: Students explore the concept of human dignity. Topics may include justice, discrimination, bullying, and/or treatment of others.



FAST FACTS



39

athletic teams across 17 sports



77%

of students receive financial aid with over \$4M awarded



1 of 13

Xaverian Brothers Sponsored Schools in the U.S.



- Junior Retreat: Students spend time in small and large group discussions exploring their relationships – with themselves, family, friends, and God.
- Senior Retreat: Seniors reflect back on their four years at MSJ and look ahead to the coming years as they grow into the men God intends them to be.

On average, a Mount Saint Joseph student will have completed over 125 service hours by the time of his graduation.

[View a video showcasing students' shared experiences of growing in their faith at The Mount.](#)

ACADEMICS

Mount Saint Joseph High School in Baltimore offers a comprehensive academic program designed to nurture the intellectual, spiritual, and personal growth of its students. Rooted in the tradition of the Xaverian Brothers, the school provides a rigorous college-preparatory curriculum that challenges students to excel in their studies while instilling values of service, leadership, and compassion. The faculty at Mount Saint Joseph are dedicated educators who are committed to fostering a dynamic learning environment where students can thrive academically and personally.

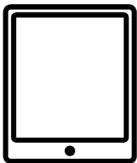
The academic program at Mount Saint Joseph High School encompasses a wide range of subjects, including mathematics, science, English, history, world languages, and the arts. Advanced Placement (AP) courses are offered to challenge high-achieving students and prepare them for success in college-level coursework. Additionally, the school provides opportunities for

FAST FACTS



\$860k

raised in annual Tower Fund



1:1

iPad school

students to engage in experiential learning through internships, research projects, and service-learning initiatives. Beyond academics, Mount Saint Joseph emphasizes the development of the whole person, encouraging students to participate in extracurricular activities such as athletics, clubs, and community service projects.

One of the hallmarks of a Mount Saint Joseph education is its supportive and close-knit community. Students benefit from small class sizes, personalized attention from teachers, and a strong sense of camaraderie among their peers. The school fosters a spirit of brotherhood and collaboration, where students are encouraged to support one another and strive for excellence together. With a commitment to academic excellence, character formation, and service to others, Mount Saint Joseph High School prepares its graduates to make meaningful contributions to their communities and succeed in all their future endeavors.

In addition, the school enrolls over 100 students in its DePaul Program, a four-year program designed for bright, motivated college-bound students with specifically diagnosed mild learning differences. The program's goal is to help each student recognize and nurture his strengths while improving his overall performance in the classroom. The Mount believes academic excellence is an achievable goal for all students, as each one learns and grows according to his own unique talents.

[Click here for the academic school profile.](#)





ATHLETICS

At Mount Saint Joseph, athletics play a central role in the school's commitment to holistic student development. The athletics program offers a wide range of sports, providing opportunities for students to excel both on and off the field. With state-of-the-art facilities and dedicated coaches, Mount Saint Joseph's athletes are empowered to reach their full potential and embody the values of sportsmanship, teamwork, and perseverance.

With 39 teams in 17 sports across three seasons, Mount Saint Joseph proudly offers a highly competitive and diverse program of athletics. The experienced and knowledgeable coaches emphasize the importance of sportsmanship, teamwork, and integrity both on and off the field. During every practice and game, the student-athletes build confidence, leadership skills, and self-discipline, while contributing to a tradition of excellence that has led the Gaels to 191 conference titles and counting.

In addition to varsity sports, Mount Saint Joseph offers opportunities for students to participate in club sports and intramural activities, ensuring that all students have the chance to stay active and engaged in physical fitness.

OVERVIEW OF THE POSITION

After a 12-year tenure of its last President, Mount Saint Joseph begins its search for the next visionary leader to help guide the school community through our 150th school anniversary during the 2026-2027 school year.

The President reports to a Board of Directors and has key responsibilities in the areas of mission-stewardship, philanthropy, strategic vision and direction, and leadership of a high-level team of capable administrators. The school's current Principal will assume responsibilities as interim President for the 2024-25 school year.



FAST FACTS



60

AP and honors courses



42

alumni on staff



In the school's collaborative leadership model, the President works closely with an experienced team of senior leaders, including the Principal, the Director of Finance, the Director of Facilities, the Director of Security, the Director of Information Technology, and the Executive Director of Development. Along with the essential duties listed below, there will be a strong emphasis on working with the Board of Directors to develop and execute a strategic vision of the school to include: Mission & Philosophy; Financial Viability (including Fundraising and Enrollment); Academic and Athletic Programming; Campus and Facilities; and Student and Teacher Experience. The President is largely involved and responsible for fundraising and enrollment within this overall strategic plan.

Core to Mount Saint Joseph's mission is a commitment to service. The President ensures that this mission is fulfilled by creating and supporting opportunities for students and faculty to serve others, by incorporating the Xaverian charisms into activities – both in and out of the classroom, and by guiding the school to improve the community in which it resides.

What sets the Mount apart from other schools is its unwavering dedication to educating the whole man. It is the President's job to ensure that students understand why service to others is the highest calling that we can answer. MSJ has a long tradition of bringing in students from diverse racial, socio-economic, and geographical backgrounds. By the end of their time at the Mount, those students have turned classmates into a community and friendships into a brotherhood. It is the President's responsibility to support that brotherhood and lead students to do good – for one another, for MSJ, and for those who are most in need of our compassion.

Essential duties include the following:

- Executive Leadership and Xaverian Identity
 - » Serves as the Chief Executive Officer of the school
 - » Reports to the Board of Directors, and works collaboratively to accomplish all duties and responsibilities assigned by the Board, consistent with the school's Mission and overall Strategic Plan
 - » Responsible for all aspects of the school's personnel and financial resources and decisions
 - » Embodies Mount Saint Joseph's Catholic and Xaverian identity
 - » Develops an updated Strategic Master Plan, in coordination with the Board and school community input
 - » Supervises and directly responsible for hiring the key leadership roles overseeing academics, finance and operations, institutional advancement, and admissions
 - » Defines and oversees the hiring, orientation, and retention process for personnel of each functional area of the school

- Relationship and Community Engagement
 - » Acts as the public face of Mount Saint Joseph to all external and internal stakeholder groups to include Students, Faculty, Administration, Alumni, Parents, Donors, local schools, and the broader Baltimore area community
 - » Maintains a visible presence at school functions and fundraising events





- » Actively engages the Alumni and Donor population
- » School representative in all business affairs and legal matters

- Financial Management
 - » Directs the execution and feasibility of the Annual Budget ensuring consistency and alignment with the strategic plan
 - » Responsible for overall Enrollment strategy and activities, alongside our Director of Admissions
 - » Responsible for overall fundraising strategy and activities, alongside the Executive Director of Development

Professional Qualifications

The successful candidate will be a passionate, accomplished, and committed leader who can continue and advance Mount Saint Joseph in all areas.

The professional qualifications that the search committee is looking for include:

- Advanced degree strongly preferred
- Proven professional experience in high-level, executive leadership in non-profit and/or for-profit arenas
- Extensive experience leading and managing teams
- Experience building strong relationships with a large number of current and future stakeholders such as alumni and families
- Capable of establishing a strong culture of philanthropy among donors
- Experience leading an organization through change
- Strong financial management skills with experience in managing budgets
- A visionary leader that balances current needs and traditions of the school with future needs of the school community
- Experience developing and implementing strategic plans for complex organizations
- Knowledge of and experience working in metropolitan areas

Personal Qualifications

In addition to the professional qualifications of the job, the search committee is looking for the following personal qualities in prospective candidates:

- An openness to embrace the tenets of the Xaverian Brothers, continue to uphold the school's Catholic tradition and serve as a spiritual leader of the school community
- A practicing Catholic
- Highly collaborative and pastoral approach to leadership
- Ability to work well under pressure, independently, and in a team-oriented environment



- Data-driven approach to implementing optimal solutions , relying on listening skills, research of best external practices, historic and projected data analysis and assessment skills
- Oral and written communication skills for internal and external audiences
- A charismatic leader who excels in active listening and relationship building
- Willingness to work flexible hours that include frequent evening and weekend activities

OPPORTUNITIES

There exists several opportunities for the next President of Mount Saint Joseph to study and draw upon.



- Leverage the existing strengths of the school to grow overall enrollment:
 - » Location of MSJ, close to the Baltimore beltway and one of the few private all-boys west side schools, making it a unique and convenient anchor to residents of Carroll, Howard northern Anne Arundel, and West Baltimore County
 - » Success of the DePaul Program
 - » Outstanding AP programs
 - » Legacy of greatness in such athletic programs as wrestling, basketball, and baseball
 - » Naturally diverse student population
- Attract, retain, and develop top faculty talent
- Enhance engagement with the broader alumni and donor base
- Evaluate and execute a Campus Master Plan aligned with and designed to fulfill the vision of the overall Strategic Plan
- Create a platform to allow students to improve their academic performance and access existing outstanding AP programs/ explore dual degree programs
- Expand excellence in athletics to all major sports
- Increase the endowment and grow the donor base by leveraging the culture of humility and service and the growing 120-year alumni base
- Evaluate the possibility of offering MSJ to middle school-age boys
- Consider the merits of providing workforce readiness skills and training as a supplement to college prep programs
- A robust strategic planning process will afford the next President to discern thoughtfully and collaboratively with the Board of Directors on the prioritization of such opportunities.



APPLICATION PROCEDURE

To apply, please submit the following four documents, confidentially, and as separate PDF attachments. The deadline to submit is **Wednesday, October 16, 2024.**

- Cover letter that aligns your experiences and skill sets with the current needs of Mount St. Joseph High School as you understand them
- Statement of Catholic educational philosophy
- Current resume with all appropriate dates included
- List of five references to include names, relationships, phone numbers, and email addresses (No references will be contacted without your knowledge and approval.)
- Please include "Mount Saint Joseph" in the subject field.



Assemble all of the application materials in one email to:

Kyle Pietrantonio, Partner
Partners in Mission School Leadership Search Solutions, LLC
kpietrantonio@partnersinmission.com
202-390-0230 (Cell)
www.partnersinmissionsls.com



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