



OUR LADY OF MERCY

SCHOOL FOR YOUNG WOMEN

Grades 6-12

President

SEARCH PROSPECTUS



OUR LADY OF MERCY SCHOOL FOR YOUNG WOMEN

ROCHESTER, NEW YORK

www.mercyhs.com

START DATE – SUMMER 2023

Partners in Mission School Leadership Search Solutions, LLC



ABOUT

Our Lady of Mercy School for Young Women is a Catholic secondary school in Rochester, New York for grades 6 to 12. Mercy is a sponsored ministry of the Institute of the Sisters of Mercy of the Americas and a member of Mercy Education. It is nationally accredited by the Middle States Association of Colleges and Secondary Schools. The student body is drawn from 40 local area school districts and several countries. The school educates 656 students and has a 13:1 student to faculty ratio.

Mission and Values

We, the community of Our Lady of Mercy School for Young Women, are animated by the charism of Catherine McAuley, foundress of the Sisters of Mercy and by our motto: “Via, Veritas et Vita.” (I am the Way, the Truth, and the Life). The school, opened in 1928, remains a sponsored ministry of the Sisters of Mercy.

We are a sixth through twelfth grade all women’s college preparatory school. We are guided by the values of our Catholic identity while respecting and welcoming students of diverse backgrounds.

We empower young women to unleash their potential through a vigorous pursuit of knowledge, service to others, a global perspective, and leadership opportunities. This pursuit is guided by a commitment to the virtues of hospitality, compassion, integrity, and respect for the inherent dignity of all.

FAST FACTS



\$31M

Merit-based scholarships
awarded Class of 2022



14,000+

Alumni



\$2M

Annual tuition assistance

Our Lady of Mercy School for Young Women encourages students to be pioneers of change. Our mission is to provide an enriching balance of learning, serving, and loving that creates a community of care and sisterhood.

Profile of a Graduate

A Mercy graduate...

Is grounded in her **Faith**

- Applies a faith-based discernment to decisions and actions, and in navigating the ambiguities of the world.
- Gives value to and embraces opportunities for service.
- Acts with compassion, respect, and empathy.

Is a healthy **Risk Taker**

- Challenges herself to actively seek new opportunities outside of her skill set.
- Acknowledges her shortcomings and is willing to be wrong.
- Explores alternative problem-solving strategies.
- Advocates for others.

Demonstrates a **Growth Mindset**

- Demonstrates persistence despite setbacks, viewing these setbacks as learning opportunities.
- Is open to diverse perspectives and to new ways of thinking and doing.
- Shows responsibility and self-advocacy.
- Is on a continual quest for knowledge, building on prior learning.



Is **Globally Ready**

- Recognizes and demonstrates sensitivity to diverse cultures, perspectives, behaviors, and languages.
- Possesses an awareness of how interconnected she is with the local, national, and global communities.
- Adapts to innovations in technology due to her mastery of foundational skills.

Is **Resilient**

- Understands that success takes time and effort.
- Uses her strengths and actively learns from others with different strengths.
- Demonstrates a positive self-image.

Is a **Problem Solver**

- Thinks independently and reflectively.
- Uses persistence and resilience to find solutions to real-world problems.
- Examines and solves an issue from multiple perspectives, both independently and collaboratively.

Is a **Communicator**

- Speaks and writes with clarity, fluency, structure, and command.
- Articulates her passions in a collaborative and flexible manner.
- Actively and respectfully listens when communicating with others.
- Seeks to find her own voice and exercises that voice appropriately.

Diversity, Equity, and Inclusion

The Diversity, Equity and Inclusion Committee created a Diversity, Equity, and Inclusion (DEI) Report includes data from the listening sessions, faculty/staff surveys, as well as interviews with staff, parents, alumnae and students. The DEI report will assist the school and community generate and answer question such as: how can the school more effectively recruit, hire, retain



FAST FACTS



35

Local districts served



656

Students

AP

428

AP exams taken 2022-23



and promote a diverse workforce; include diversity, equity, and inclusion professional learning for everyone in the Circle of Mercy; defeat racism and classism; and ensure that Mercy continues to be a fully inclusive and a safe place for all girls.

Governance

The 19-member Board of Trustees ensures the school's success and prosperity by collectively directing the school's affairs, while meeting the appropriate interests of the administration, faculty and staff, students, and parents. In addition to business and financial issues, the Board of Trustees provides oversight of school governance, social responsibility, and ethics.

Strategic Plan

The 2021 - 2026 Strategic Plan incorporates goals in the following domains: Faculty Culture and Student Success; Student Experience; Campus Spaces and Facilities; Organizational Stability; and Advancement Success.

ACADEMIC PROGRAM

Middle School

Mercy builds on nearly 30 years of middle school success, ensuring an individualized, safe learning environment, rich in tradition and rooted in faith. Students discover their many talents and enhance their self-confidence. During these transformative years, they master the critically important academic foundation required for the rigorous collegiate program to follow.

The middle school academic program is vertically aligned with the high school curriculum, ensuring a smooth transition, and setting students up for

FAST FACTS



54

Clubs



10

Students countries of origin



40%

of students receiving
needs-based scholarships

9thgrade success. All middle school students receive a Chromebook, and teachers thoughtfully integrate this technology into their instruction while also teaching students to be respectful and responsible digital citizens.

High School

Mercy's college preparatory academic program develops critical thinking, collaboration, and problem-solving skills grounded in values that will help each girl make a difference in the world. They experience challenging collegiate core classes while being offered multiple opportunities in STEM, Visual Arts, Performing Arts, Business, and electives in Social Studies, English, Math, and Science. They may also choose from a wide variety of Advanced Placement and dual credit courses. Each student is provided with a Microsoft Surface Pro table computer, and teachers thoughtfully integrate technology into their instruction while teaching students to be respectful and responsible digital citizens.

Each year, 100% of seniors graduate and nearly 100% continue their studies, attending prestigious universities across the country. Mercy's Class of 2022 merited \$31 million in scholarship offers proving the value of a Mercy education. Throughout high school, students and families work closely with four experienced high school counseling staff to discover students' academic and career interests while discussing and planning for collegiate acceptances and scholarship opportunities.

Leadership Distinction Program

Mercy's Leadership Distinction Program offers further preparation and skill development for future leaders by immersing high school students in leadership studies, self-reflection, and experiential learning.



Senior Motto Project

Mercy's required two-semester Motto Project is both a valuable intellectual experience and also a vehicle through which students can demonstrate their research, analytical, and writing skills to prospective colleges and universities.

Rising seniors pursue independent research on a question or problem that relates to the Critical Concerns of the Sisters of Mercy: the Fullness of Life for Women, Nonviolence, Anti-Racism, Immigration, and Care for Earth. With the guidance of a faculty mentor and advisor, seniors produce a substantial presentation that reflects a deep understanding of their chosen topic. In addition, there is an 'action' portion of their Motto Project, one that helps the student gain first-hand knowledge of their topic along with valuable real-world experience.

SPIRITUALITY

Our Lady of Mercy School for Young Women is a Roman Catholic middle and high school sponsored by the Sisters of Mercy. As part of Campus Ministry, the schools seeks to form young women and staff in their faith and in their understanding of the 'charism' of the Sisters of Mercy.

- **Eucharistic Liturgies** are celebrated on all the major feast days when school is in session. Sacred Mercy traditions include May Day, Golden Mass, and Rose Mass among others.
- **Communion Services and Guided Meditation** are celebrated weekly in the third-floor chapel. Student-led prayer occurs every morning over the PA. In addition, each class begins with prayer.
- **Retreats** are offered at every grade level.



FAST FACTS



67%

Student-athletes



57%

of alumnae who volunteer
in their communities



- **Faculty, Staff, and Board Development:** Retreats and prayer services assist the faculty, staff, and Board of Trustees in their faith formation and knowledge of the Sisters of Mercy.
- **Pastoral Care:** A Campus Minister is available as a listening presence to students and staff in times of illness and loss, including hospital visitations.
- **Student Leadership:** The Campus Ministry Board is comprised of homeroom representatives and student leaders in grades 6-12. This organization oversees all school service projects such as the Hunger Project, Christmas Baskets, and Mission Month.

The Mercy Service program educates young women in the Mercy tradition of service as promulgated through the works of Catherine McAuley. The program provides compassionate service opportunities for high school students to learn about and help serve the needs of others in the Rochester community, as well as provide weeklong service trips nationally and internationally. Mercy Service is voluntary; the school does not require mandatory service hours for graduation.

CAMPUS LIFE

At Mercy, girls enjoy not just equal opportunity, but every opportunity. Students are comfortable in class, so they are more receptive to learning, and talented faculty adopt instructional strategies tailored to girls' unique learning styles. Mercy's safe and nurturing environment encourages students to display their intelligence, ask more questions, and encourage each other.

At Mercy, girls take the lead. All student presenters, performers, writers, singers, athletes, student government representatives and club chairs are girls.

The Counseling Department at Our Lady of Mercy School for Young Women strives to provide every student with the support she needs throughout her academic career. A team of dedicated professionals works to promote mental and physical health, overall emotional wellness, and a sense of belonging.

In addition, counselors provide academic support services, help with course selection, career exploration, college applications, and post-secondary options. Counselors endeavor to create a safe and accepting space where students receive compassionate and individualized guidance.

Participants Mercy's nearly 50 clubs have been invited to compete regionally, nationally, and internationally... bringing home international Top 10 placements and recognition to the Mercy community. Many clubs meet before or after school, during Advisement, or homeroom. Each club receives the full support of Mercy leadership and faculty/staff. They provide a wonderful way to grow friendships, stay healthy and physically fit, serve others, and excel in academics.

The Performing Arts Department provides ample opportunity for vocalists, instrumentalists, and theatre students to thrive in the classroom, as well as center stage in musical and dramatic productions. The recently renovated Dismas Center for the Performing Arts provides Mercy's student performers with a state-of-the-art mainstage, a Black Box Theatre, music room, and several practice rooms. Student performers pursue their artistic dreams at some of the country's finest colleges and universities, as both majors and non-majors.





ATHLETICS

Our Lady of Mercy School for Young Women boasts a strong and proud tradition of interscholastic athletic participation and success. 16 sport teams play an important role in the growth and development of Mercy students; over 70% of the student body participates on one or more interscholastic athletic teams or clubs earning numerous sectional titles and State Championships in basketball, golf, volleyball, alpine skiing, and crew. Mercy is the alma mater of U.S. Olympian and World Cup Soccer champion, Abby Wambach.

Off the fields and courts, the Monarch teams participate in the Athletic Department's Call to Service Challenge, whereby teams take time out of their busy sports schedules to give back to the community through volunteerism. Mercy's athletes also participate in the Sports Medicine for the Soul Program where coaches and players discuss spiritual growth, character development, and good sportsmanship by applying the principles of the Catholic faith to athletic competition.

THE POSITION

The President is responsible for establishing a vision for the school and implementing the policies of the Board of Trustees and the Sisters of Mercy.

The President is employed, supervised, and evaluated by the Board of Trustees, subject to the consent of the Mercy Education System of the Americas.

Serving as the Chief Executive Officer of Our Lady of Mercy, the President is directly responsible for the management of the school, which includes ensuring sufficient resources, sound fiscal management, enhancement of facilities, and adherence to the educational and spiritual mission of the Sisters of Mercy.

The President oversees the operations of the President's office, general operations, personnel management, finances, strategic planning, advancement and fundraising, enrollment, marketing, branding and public relations, and the maintenance and care of the physical plant. The President represents the school to all of its constituencies and to the general public, while serving as the school's spokesperson. Most important, the President is a role model in faith-filled leadership for faculty, staff, parents, and students and bears responsibility for the integration of the Sisters of Mercy charism throughout the community.

Working in collaboration with the Principal, the President oversees academic and student affairs. The President also serves as the primary liaison between Mercy and the Sisters of Mercy, Mercy Education System of the Americas, the school's Board of Trustees, the Diocese of Rochester, partner parishes and schools, and the broader academic, civic, and business communities. The President is ultimately responsible for the successful operation of Mercy, accomplished through effective strategic and operational planning and empowerment of an effective administration, faculty, and staff.

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, alumnae, and stakeholders to advance the school's vision of excellence based on the Sisters of Mercy beliefs and mission.

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 Our Lady of Mercy is expected to have many of the following qualifications:

- An active Catholic who has a genuine respect for religious and intellectual freedom and the faith and religious beliefs of others.
- 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.
- Enthusiastic and articulate advocate for the advantages of all-girls 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, alumnae relations, and fundraising.
- Highly skilled relationship builder with proven ability to cultivate partnerships with other organizations in education, business, and philanthropic communities to ensure exceptional growth and leadership opportunities for students.



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- 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.
 - 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.
 - 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.
 - Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.

ABOUT THE AREA

Rochester, New York is the state's fourth most populous city. Rochester rose to prominence as the birthplace and home of some of America's most iconic companies, in particular Eastman Kodak, Xerox, and Bausch & Lomb (along with Wegmans, Gannett, Paychex, Western Union, French's, Constellation Brands, Ragú, and others), by which the region became a global center for science, technology, and research and development.



This status has been aided by the presence of several internationally renowned universities - notably the University of Rochester and Rochester Institute of Technology - and their research programs; these schools, along with many other smaller colleges, have played an increasingly large role in Greater Rochester's economy.

Today, Rochester's economy is defined by technology and education aided by a highly educated workforce, research institutions, and other strengths born in its past.

The Rochester metro area is ranked highly in terms of livability and quality of life and is often considered to be one of the best places in America for families due to low cost of living, highly ranked public schools, and a low unemployment rate.

APPLICATION PROCEDURE

To apply, please submit the following four documents, confidentially, and as separate PDF attachments.

- Cover letter that aligns your experiences and skill sets 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, phone numbers and email addresses. No references will be contacted without your knowledge and approval.
- Please include Our Lady of Mercy in the subject field.



Assemble all of the application materials in one email to:

Michael Furey, Partner
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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.

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