

President

SEARCH PROSPECTUS



Cathedral Preparatory School, Villa Maria Academy, and Mother Teresa Academy

ERIE, PA

www.prep-villa.com

START DATE – JULY 2020

*Developing
men and
women of
vision in
spirit, mind,
and body*



About Cathedral Preparatory School, Villa Maria Academy, and Mother Teresa Academy

Founded in 1921 by Diocese of Erie's Archbishop John Mark Gannon, Cathedral Prep is an all-male college preparatory Catholic school for students in grades 9-12.

Founded by the Sisters of St. Joseph in 1892, Villa Maria Academy is an all-female college preparatory Catholic school for students in grades 9-12.

In 2009, Cathedral Prep's President, Board of Directors, school leaders at Villa Maria Academy, and the Diocese of Erie, merged the schools using a co-institutional governance model that respected the traditions and legacies of each school. Both schools are accredited by Middle States Commission on Secondary Schools.

Rounding out this renowned beacon of Catholic education in northwestern PA is Mother Theresa Academy, a Catholic K-8 school for children living in the City of Erie's most economically challenged neighborhoods. As a 100% philanthropic based mission school, Mother Theresa Academy works with the local community and business leaders to help shape and enhance the learning of this city's low-income and disadvantaged students.

A singular Board of Directors governs this one-of-a-kind mission. Additional information regarding this transformational Catholic community can be found at www.prep-villa.com.

Mission Statement

Cathedral Preparatory School and Villa Maria Academy form a Christ-centered, co-institutional, college preparatory Catholic school in the Diocese of Erie. With a foundation of faith, family, excellence, and tradition, we develop men and women of vision in spirit, mind, and body.

Vision Statement

Steeped in Gospel values and the mission of the Catholic Church, Cathedral Preparatory School and Villa Maria Academy will excel as a teaching and learning community fostering service, strong moral character, global leadership, and esteemed academic success.

FAST FACTS



Strategic Plan

The schools have a Five-Year Strategic Plan (2017-2022) with goals across six domains: Mission Integration, Academics, Student Life, Advancement/Admissions, Facilities, and Finance.

The schools operate with a 15-member Board of Directors.

Mother Teresa Academy

In 2017, on the heels of this successful merger and to continue strengthening Catholic education in the Erie area, the Board of Directors approved a resolution to own and operate Mother Teresa Academy. Established to serve the needs of students and families in Erie's inner-city, the school was set to open in August 2018 with the condition that the first five years of operating expenses was in hand. The ambitious goal was achieved one-year early and the school opened in August 2017 with 170 students enrolled.

The school has seen impressive results in improved test scores and 15 of the 18 students in MTA's first graduating class continued their education in a Catholic high school — 14 of them at Cathedral Prep or Villa Maria.

Mother Teresa Academy Mission Statement

Mother Teresa Academy, a kindergarten through 8th grade Catholic school in the Diocese of Erie, is dedicated to offering a Christ-centered education to inner-city students. With a foundation of faith, family, excellence, and tradition, we transform the lives of children in spirit, mind, and body.



468

Students enrolled at
Cathedral Prep



327

Students enrolled at
Villa Maria Academy



202

Students enrolled at
Mother Teresa Academy



\$27.3M

Merit-Based Scholarships
received by Classes of 2019

FAST FACTS



36,000+

Hours Given to
Community Service by
the Classes of 2019



21

AP Courses Offered



1184

Top 50% of Prep students
SAT score



1193

Top 50% of Villa students
SAT score



Academic Program

Cathedral Prep and Villa Maria Academy provide a college preparatory curriculum that challenges students of different abilities and interests through required and elective courses with a goal to provide an academic and formation curriculum that prepares students not only for college, but also for life.

Faculty utilize traditional as well as modern methods of instruction, capitalizing on the wealth of technology available to create the highest quality classroom experience. Common learning experiences include lecture, research, problem solving, cooperative learning, and critical thinking activities, cultivating a vibrant community of life-long learners.

All Cathedral Prep and Villa Maria Academy students are issued an iPad to enhance learning, enrich the educational experience, and provide for the acquisition of twenty-first century skills. This incredibly powerful tool benefits numerous aspects of academic life and further distinguishes Cathedral Prep and Villa Maria Academy as models of academic excellence.



FAST FACTS

Cathedral Prep and Villa Maria Academy have several special academic programs available to qualified students including the Gannon University Dual Enrollment Program, the Lake Erie College of Osteopathic Medicine MASH Program, and the College in High School program at the University of Pittsburgh. In addition, students taking designated courses at Gannon University are awarded 18 credits if they enroll within two years of graduation.

Mother Teresa Academy faculty believes that every student can learn to their maximum potential when they are in a caring, safe, and welcoming environment. The curriculum follows the scope of the Pennsylvania Common Core State Standards and the Diocesan Standards for Religion. Through both curriculums, students are taught using the grade level standards of what is expected of them by the time they reach the end of the academic school year. Children are also taught through differentiated instruction to best meet the educational needs of all students.



Spirituality, Campus Ministry, and Community Service

The Campus Ministry Program upholds the faith life and community spirit of the Cathedral Prep and Villa Maria Academy Families by sponsoring events and activities that foster students' shared faith in a God of love.

The schools espouse the philosophy that community is the heart of Catholic education. Education can best respond to God's call by allowing students to experience community and reflect on its importance through service.

All students, faculty, and staff of Cathedral Prep and Villa Maria Academy put their faith into action during Outreach 2019. They contributed their time and talent to over 40 community organizations across Erie County. A sampling of their volunteer work included everything from cleaning Presque Isle beaches, Erie's public parks, and the Erie Art Museum & Erie Playhouse, to assisting students at St. George and St. Jude Schools, and volunteering at the Pennsylvania Soldiers' and Sailors' Home.

Mother Teresa Academy's classroom instruction focuses on the belief, morals, values, and the history of the Catholic Church. Weekly Mass encourages the children to participate in and learn about the teachings of the church, while project-based education encourages a deeper understanding of a topic.



21,000+

Alumni across
all 50 states



\$924,891

Donations Received During
Giving Day 2019
(Total was also matched!)



\$8.7M+

Total Donations Received
2018-2019 Fiscal Year



\$48.5M

*Called to Lead: The Campaign
for Cathedral Prep/
Villa Maria Academy/
Mother Teresa*

Arts, Athletics, Clubs, and Activities

This past year the Performing Arts Department at Cathedral Prep and Villa Maria Academy produced shows including *A Midsummer Night's Dream*, *I Hate Shakespeare!*, *Mamma Mia*, and *Disney's Newsies: The Broadway Musical*.

Male students may participate on 22 interscholastic athletic teams across 14 sports at Cathedral Prep while female students may participate on 19 interscholastic teams in 13 sports at Villa Maria Academy.

There are 24 clubs and activities for students to become involved in school life outside of athletics at the Prep while their female counterparts at Villa Maria enjoy 28 opportunities.

Mother Teresa Academy offers a thriving athletic program with 12 different sports to choose from. To provide for the various abilities of younger children, MTA provides activities that become an important part of their social and educational growth such as Art Club, Yearbook, Choir, and Student Council.

Called to Lead: The Campaign for Cathedral Prep/Villa Maria Academy/Mother Teresa

Cathedral Prep and Villa Maria Academy recently completed a strategic planning process that carefully considered the needs and challenges each face as they look to the future. The plan articulated a bold vision that will touch all areas of Prep and Villa. Most important among these is the need to increase its endowment and continue to upgrade its facilities in order to navigate its way in a highly competitive marketplace.

Mother Teresa Academy was a product of a Diocesan-wide strategic plan that specifically ministers to the children of Erie's most challenged neighborhoods. Since almost every student attends virtually tuition free, the greatest identified need is for ongoing tuition assistance. Additionally, there is a vision to someday expand and renovate the original building (former St. Peter's School) to serve a greater population of students.

Through *Called to Lead*, the campaign seeks support from alumni, parents, grandparents, and friends to fulfill these plans and make critical investments in:

- PROGRAMS AND FACILITIES
- ENDOWMENT FOR TUITION ASSISTANCE
- THE FUND FOR CATHEDRAL PREP AND THE FUND FOR VILLA MARIA ACADEMY
- MOTHER TERESA ACADEMY TUITION ASSISTANCE

In October 2019 the "public phase" of the campaign was announced. The campaign is a \$48,500,000 initiative managed by Partners in Mission, and will serve as a transformative springboard taking the schools boldly into the future. \$33,000,000 in cash and commitments is in-hand as the schools move confidently forward in this most ambitious of campaigns.





The Position

The Office of the President has as its primary purpose to provide leadership for Cathedral Preparatory School, Villa Maria Academy, and Mother Teresa Academy in order to achieve the fullest attainment of the schools' unique mission. The President is hired by the Board of Directors with the approval of the Members of the Corporation, chaired by Bishop of the Diocese of Erie. The President acts as the chief executive officer for the schools, is accountable to the Board of Directors and works with the Board in the development and implementation of goals and policies. As overall leader, the President bears ultimate responsibility for the integration of faith and culture within the schools and for successful academic and student programs. The President is directly responsible for the external affairs of the schools: for ensuring sufficient resources, sound fiscal management, long-term financial stability and plant improvements through direct oversight of business affairs, plant operations, and advancement programs. The President acts as the primary liaison among the schools' community, the Board of Directors, the Diocese of Erie, the partner parishes and schools, and the broader community. The President is ultimately responsible for the successful operation of the schools as accomplished through effective delegation of responsibilities to the Senior Leadership Team, Faculty, and Staff.

The candidates we seek will have a passion for advancing the mission of ECPS's Catholic education by delivering excellence throughout its spiritual, academic, and co-curricular activities. He/she will possess an understanding of the President/Principal model of administration and be comfortable partnering with a committed Board of Directors. In addition, the successful candidate will have expertise in business and financial management, as well as a proven track record of acquiring necessary funding through the solicitation of major gifts and capital campaign contributions. He or she must be experienced with strategic planning and have the requisite executive level experience to lead a school community. With a visible presence inside and outside of the school community, the President must be able to advance the marketing and institutional advancement initiatives of this distinguished school community throughout its expansive constituencies and the greater Erie region.

While the President must have a demonstrated capacity for broad institutional leadership, it is possible that the prospective President could have attained this experience through a variety of different career paths, including primary, 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 strong organizational culture and identifying, cultivating, and developing strategic partnerships and philanthropic support that will ensure the schools continued accessibility, success, and sustainability. An advanced degree is required, those in educational administration or business-related fields are preferred.





Qualities and Characteristics

- Practicing Catholic in communion with the Church who is a faith-filled and Christ-centered servant leader that embraces, models, and champions the traditions and values of Catholic education.
- Advanced degree in an education or business-related field with a full understanding of the challenges and opportunities facing Catholic education. Instructional and executive administrative experience in a Catholic college preparatory environment is a plus.
- Proven capacity in leading mission-critical functions of budget and financial management, institutional growth and development, and high-level fundraising and philanthropic efforts.
- Executive presence that inspires confidence, passion and persistence amongst all stakeholders.
- Accomplished visionary able to lead this distinguished Catholic school community while ensuring success for all students, based on high standards of excellence.
- Exceptional communication, interpersonal, and public speaking skills while serving as the highly visible public face of the school community in building constructive relationships with all stakeholders that inspire crucial support in its marketing, enrollment management and fundraising initiatives.
- Accessible and approachable leadership style, with the capacity to relate to all internal and external constituents while being extremely visible and interactive on each of the three campuses and at school-sponsored events - locally and beyond.

Qualities and Characteristics (CONTINUED)

- Well-versed in creating the conditions for market leadership in a highly competitive college preparatory environment.
- Inspirational, humble, and authentic mentor who instills leadership in others.
- Must be able to establish immediate rapport and trust with learning, parent, alumni, and civic communities.
- Skilled at identifying, attracting, developing, and retaining high-quality and mission-driven professionals with a commitment and passion for delivering a transformational Catholic educational experience.
- Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.



About the Area

Erie, the fourth largest city in Pennsylvania, is located on the south shore of Lake Erie and is half-way between Cleveland, Ohio and Buffalo, New York. Erie's manufacturing sector remains prominent in the local economy, though healthcare, higher education, technology, service industries, and tourism are emerging as significant economic drivers. Erie is also home to five universities including Gannon University and Mercyhurst University and the nation's largest medical college, Lake Erie College of Osteopathic Medicine (LECOM).

The arts and culture scene include the Erie Philharmonic, Erie Art Museum, the Erie Playhouse, and the expERIEnce Children's Museum. Erie is home to the Erie Seawolves AA baseball team, Erie Otters hockey team of the Ontario Hockey League, and an NBA D-League basketball team, the Erie Bayhawks.

With its four-season climate, summer months are the region's most popular. Over four million people visit Erie each summer for recreation at Presque Isle State Park, a 3,200 acre natural peninsula on Lake Erie. Its 7 miles of sandy beaches are the perfect destination for swimming or beach glass hunting. You can bike and hike, bird watch, take in a summer concert, and of course, fishing and water-sports are very popular.

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, relationships, phone numbers and email addresses. No references will be contacted without your knowledge and approval.

Please include Erie Catholic Preparatory School in the subject field.

Assemble the above in one email to:

Michael Furey, Partner

mikefurey@partnersinmission.com

Partners in Mission School Leadership Search Solutions, LLC

124 Sycamore Drive Westwood, MA 02090

www.partnersinmissionslss.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.

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