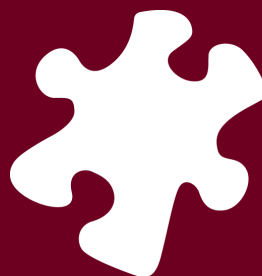




ST. JOSEPH HIGH SCHOOL

TRUMBULL, CONNECTICUT
PRESIDENT/HEAD OF SCHOOL
START DATE: JULY 1, 2020

WWW.SJCADETS.ORG



Carney
Sandoe
& ASSOCIATES



Mission

St Joseph High School is an independently-governed Catholic college preparatory community that educates and motivates young women and men to live purposeful lives as ethical leaders committed to the common good of all. The school strives to be the premier college preparatory school in southern Connecticut. The school also provides a learning environment that embraces the Gospel values of the Roman Catholic faith and promotes a commitment to family and community.

Fast Facts

Year established: 1962
Total enrollment: 821 (Male: 391/ Female: 430)
International Students: 5%
Student/teacher ratio: 13:1
Average Class Size: 19
Faculty with advanced degrees: 90%
Average faculty tenure: 12 years
Percent of Students Receiving Aid: 32%
Percent of non-Catholic Students: 30%
Motto: "Privilege and Responsibility"

OVERVIEW

St Joseph High School is an outstanding co-ed Catholic college preparatory school founded in 1962 within the Roman Catholic Diocese of Bridgeport (Connecticut). Originally established as an apostolic ministry of the diocese, the school was reorganized in 2017 to grant governance and oversight to a lay Board of Directors appointed by the Bishop. With this governance change, the school now has the autonomy and flexibility to compete directly as a high performing independent Catholic school. Today the school is the largest co-ed and one of the most prominent Catholic high schools in the state of Connecticut, attracting more than 800 students from 36 nearby communities.

True to its Catholic mission and its commitment to academic excellence, "St Joes" challenges students to develop moral responsibility and social purpose in this age of acceleration. St Joes emphasizes student-centered classrooms, project-based learning, global citizenship, and innovative thinking. The curriculum extends beyond the classroom to include a variety of extra-curricular workshops, immersion trips, summer programs, dual credit courses, virtual classrooms, as well as a nationally recognized athletic program.

School President Dr. William Fitzgerald is retiring after ten successful years of school growth. St Joseph High School seeks to continue its trajectory in the Catholic college preparatory arena by attracting a dynamic school leader to serve starting July 1, 2020. The successful candidate will be a collegial and generative servant-leader with a passion for mission and the ability to inspire constituents, raise the profile and value proposition of the school in the community, and create demand for the unique gifts of a high-quality Catholic education. This is a unique opportunity to take a high performing independent Catholic school to the next level and expand its impact for students and families in the greater Fairfield County region.



SCHOOL HISTORY

St Joseph High School began in 1962 as a co-institutional school run jointly by the Marist Brothers and the School Sisters of Notre Dame. The building on Huntington Turnpike in Trumbull opened with Brother Joseph Kelly as Principal of the boy's school and Sister Alphonsine as Principal for the girl's school. In the 1970s, the two schools merged into a single coeducational institution, with Brother Edward Caffrey serving as the first Principal.

In the 1980s, St Joes embarked on an ambitious program of expansion, including new Guidance/College Placement offices, an art room, and additional teaching space. The school also built its initial athletic complex. In the 2000s, the school established its current Principal/President Leadership Model and began another decade of growth. In 2012, St Joes celebrated its 50th anniversary with more than 800 students enrolled and a wait list for all four classes.

Since entering the 21st century, the school has steadily added to and upgraded its facilities. In addition to improving all of its athletic facilities, the school completed construction on the O'Keefe Academic Center, which added 19,000 square feet of instructional and collaborative space for the community. It also completed the Wetlands & Nature Boardwalk in 2017 and the popular Health & Wellness Center in 2018 — all signs of a thriving and growing learning community building for the future.



THE SCHOOL

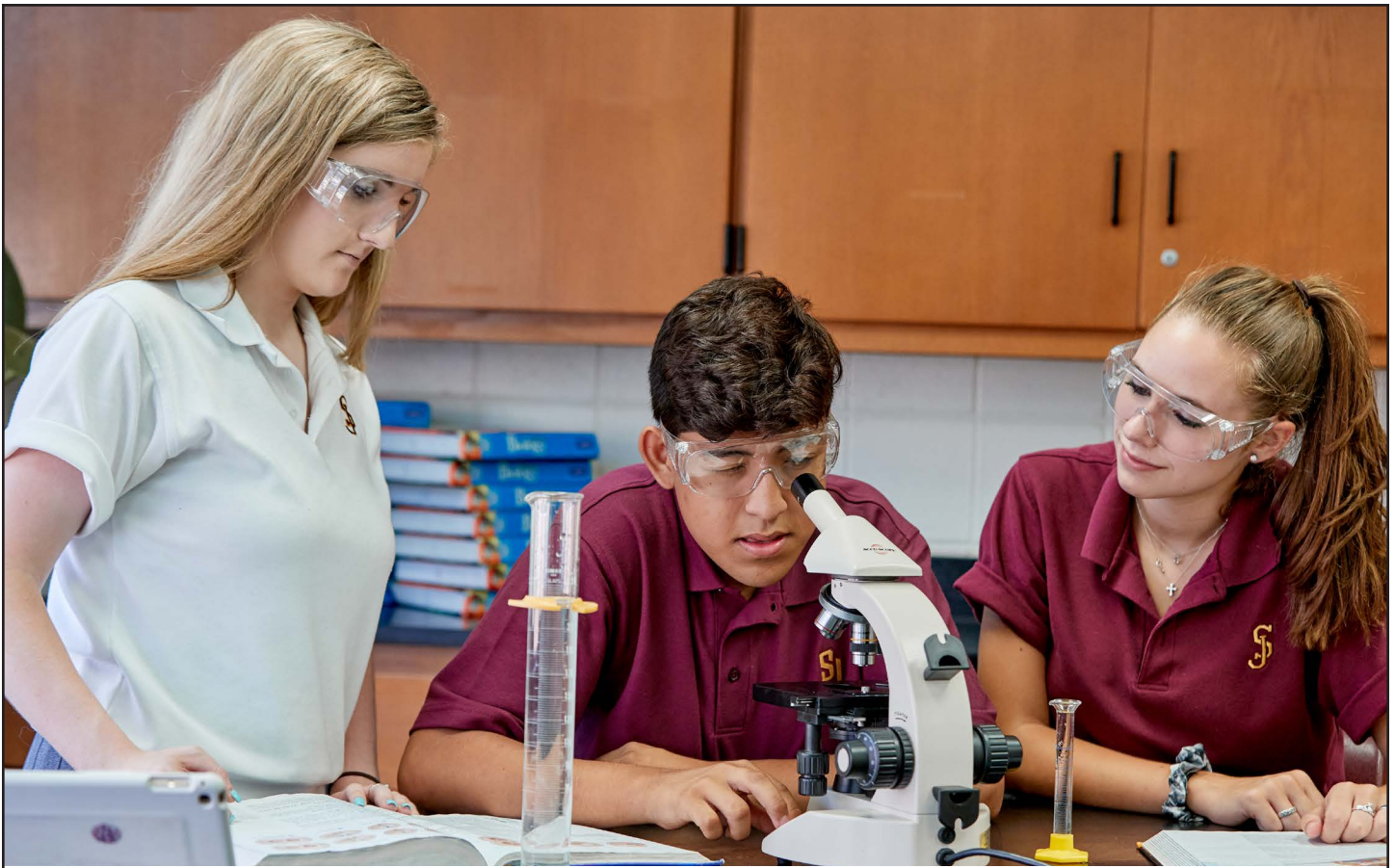
Since its founding, St Joseph High School has been committed to its Catholic educational mission — to create an environment in which all students feel known and loved and encouraged to achieve intellectually, spiritually, and creatively. The school is deeply committed to helping students recognize their personal and collective responsibility to serve others on a local and global scale.

The academic program combines core content courses with a wide range of choices that enable each student to develop their career interests. The options include honors and Advanced Placement (AP) courses, a wide-range of electives, dual enrollment courses with a number of colleges and universities, and online classes and internships.

This is a highly dynamic, welcoming community with deeply supportive and highly educated faculty and administrators. The student body is broadly engaged in their education. Students come from 36 surrounding towns, primarily in Fairfield County. St Joes also accepts a limited number of international students each year.

St Joes is financially sound and well-positioned for the future. To ensure it stays forward-looking, St Joes undertook a five-year strategic plan in 2013 (2013-2018) and updated that plan in 2015. The school has taken proactive steps to strengthen its academic mission to be a center for 21st-century learning. It has also professionally enhanced its enrollment management, college counseling, and student life programs.

St Joes is accredited by the New England Association of Schools and Colleges (NEASC) and the State of Connecticut. The latest reaccreditation took place in 2015. St Joes is also a participating



member of the National Catholic Education Association (NCEA), the National Association of Independent Schools (NAIS), and the Connecticut Association of Independent Schools (CAIS).

ACADEMICS

As much as possible, St Joes aims to individualize the curriculum to meet the needs of its students — combining rigorous academic study with the development of 21st-century skills.

Graduation requires successful completion of 26 credits including: English (4 credits); Fine Arts (1 credit); Math (4 credits); Science (3 credits); Social Studies (3.5 credits); Theology (4 credits); World Languages (2 credits). The school offers 16 AP courses, including Biology, Calculus AB, Calculus BC, Chemistry, English Literature and Composition, English Language and Composition, Environmental Science, European History, French Language and Culture, Macro- and Microeconomics, Physics, Spanish Language and Culture, Statistics, U.S. History, U.S. Government, and Politics. Additional Advanced Placement and other courses are offered through Virtual High School.

The school also offers a broad range of honors courses, as well as dual enrollment courses in International Relations, World Religions, and Entrepreneurship through the University of Connecticut, Sacred Heart University, and the University of Iowa. Other popular courses include: Mandarin (Levels 1-4), Catholicism in Culture, Principles of Engineering, Sports Medicine, Theatre, Robotics and Automation, Aeronautic Engineering, Broadcast Journalism, and Contemporary Political Philosophy.

Each student is also required to study Theology. Theology courses range from the Old Testament and Introduction to Catholicism to Healthcare Ethics and Faith & Reason.

College Placement

St Joseph High School graduates attend some of the most competitive colleges and universities in the nation. The Class of 2018 was offered more than \$25 million in grants, scholarships, and tuition assistance. From 2016-2018, students were accepted into the following institutions of higher education, among others:

American University	Providence College
Arizona State University	Quinnipiac University
Auburn University	Rhode Island School of Design
Boston College	Rochester Institute of Technology
Boston University	Rutgers University
Brandeis University	Saint John's University
Brown University	Seton Hall University
Case Western Reserve University	Stonehill
The Catholic University of America	Syracuse University
Colby College	Temple University
Colgate University	Trinity College, Dublin
College of Charleston	Tufts University
Connecticut College	Union College
Cornell University	University of California, San Diego
Delaware State University	University of Colorado
Drexel University	University of Connecticut
Elon University	University of Delaware
Fairfield University	University of Florida
Fordham University	University of Ireland
Georgetown University	University of Maryland
George Washington University	University of Massachusetts
Hofstra University	University of Michigan
Holy Cross	University of Minnesota
Ithaca College	University of New Hampshire
James Madison University	University of Notre Dame
Lafayette College	University of Rhode Island
Loyola Marymount University	University of Vermont
Loyola University, MD	University of Wisconsin
Marist College	Villanova
Marquette University	Virginia Tech
Massachusetts Institute of Technology	Wake Forest University
Michigan State University	Worcester Polytechnic Institute
New York University	Xavier University
Northeastern University	Yale
Northwestern University	
Ohio State University	
Pennsylvania State University	



The Francis Xavier International Scholars program organizes several domestic and international cross-cultural immersion trips each year to such places as China, South America, Central America, and Europe. Most recently, students traveled to Puerto Rico to provide relief from the devastating impacts of Hurricane Maria. Students participating in the Scholars program engage in a minimum of two immersion experiences and complete requisite courses in addition to world language study.

Additionally, through the school's Futures Program, juniors and seniors are given an opportunity to explore their career interests in medicine, technology, law, business, education, etc. through a series of short seminars with alumni and parent professionals. Seniors are then given the opportunity to intern in a field of interest.



ATHLETICS

St Joseph High School fields 46 interscholastic teams that compete in the nationally recognized Fairfield County Interscholastic Athletic Association. In the last four years, the school has produced a number of Division 1 athletes, as well as 21 team and individual State Championships. Teams earned five state titles in 2017-2018 alone.

A new Health and Wellness Center serves the entire student body. The staff helps students focus on nutrition, exercise, and developing healthy mental and physical life habits. For athletes, the staff offers sports-specific training. The school also offers a “Fitness Boot Camp” for current school parents and alumni.

Varsity sports include baseball, basketball, bowling, cheerleading, cross-country, field hockey, football, golf, gymnastics, ice hockey, indoor track, lacrosse, soccer, softball, swimming and diving, tennis, track and field, and volleyball. Eighty percent of the students are involved in one or more athletic teams.

STUDENT LIFE

St Joseph offers more than 40 clubs and activities, including Aeronautics, Art/Portfolio, Astronomy, AV, Campus Ministry, Chess, Debate, Drama, English, French, Frisbee, Go Green Ecology, Guitar, HeArt, Interact, Irish, Italian, Jeopardy, Letters of Love, Math, Model UN, Multicultural, Philosophy, Ping Pong, Pottery, RAAFT, Robotics, SADD, Spanish, STEM, Stock Market, Women’s Studies, Writing, Yearbook, and Zumba.



The school also offers a wide range of co-curricular activities, including National Honor Societies, Student Ambassadors, and Student Council. Every grade has a host of special events and an annual class trip.

SERVICE AND SPIRITUALITY

Direct service to the economically and socially disadvantaged is central to the mission of St Joseph High School. Although the school has modest service requirements (9th grade: 10 hours; 10th grade: 15 hours; 11th grade: 20 hours; 12th grade: 25 hours), students tend to go above and beyond. In 2018, they contributed 36,000 hours of community service.

The Campus Ministry programs, the School Chaplain, and the theology faculty are essential partners with academics and the activities program, helping students discover their unique gifts, grow spiritually, and to live in service to the global community. Each day, students are given the opportunity to develop, practice, and express their faith through activities that include daily prayer, prayer services, liturgies, retreats, service, and volunteer programs. While the Campus Ministry programs reflect the school's Catholic tradition, there are various faiths represented within the community, and the religious identities of non-Catholic students are respected and affirmed. The school celebrates their shared values with people of all faiths.



CAMPUS

St Joes has a 58-acre campus, which includes the main, multi-wing school building and a full complement of athletic fields. The main building dates back to the school's founding in 1962 but has undergone steady development and renovation over the years. In the 1980s, St Joseph added a new wing housing the Guidance/College Placement offices, an art room, and additional teaching space. The school also built its athletic complex at this time.

In the first decade of the new century, the school added five new science labs, providing expanded opportunities for both teaching and learning in Chemistry, Biology, Physics, and Earth Sciences. A new Altar was dedicated in the Alumni Chapel, and the newly renovated and expanded fields (natural and turf), tennis courts, and track were named the Dalling Sports Complex.

For its 50th anniversary in 2012, the school completed the \$5 million Robert and Maureen O'Keefe Academic Center, containing a multi-function library, meeting rooms, classrooms, art rooms, and a 240-seat auditorium. Most recently, the school has added a media center, an innovation lab, three distance learning classrooms, a new 4,500-square-foot Health and Wellness Center, and an outdoor environmental classroom with the Wetlands & Nature Boardwalk in the adjacent wetlands.

LOCATION

Trumbull, Connecticut is a vibrant community of more than 36,000 citizens located in Fairfield County. It provides small-town New England character and charm and is within reach of major cultural centers. The town is within an hour's drive of New York City and Hartford and lies just off the Connecticut



coast. Nearby cities and towns include Fairfield, Bridgeport, Easton, Monroe, Shelton, and Stratford. Local colleges include Fairfield University, University of Connecticut, Connecticut College, Wesleyan, Sacred Heart University, and Quinnipiac. New Haven, home to Yale University, is 15 miles to the east. New Haven alone has the New Haven Symphony Orchestra, The Yale Repertory Theatre, the Yale University Art Gallery, the Schubert Theater, and the Peabody Museum of Natural History. Trumbull and Fairfield County offer many options for outdoor recreation, including the Pequonnock River Trail, for hiking and cycling, as well as a number of accessible beaches on the Long Island Sound.

There are three train stations nearby and two major roads, I-95 and the Merritt Parkway, which make Trumbull and nearby communities popular commuter towns.

OPPORTUNITIES AND CHALLENGES

This is a promising time for St Joes. Well into the second year of its newly reconstituted independent governing structure, the community is excited and eager to realize the full potential of its new operating freedoms. A sense of anticipation and pride is in the air as all constituents feel blessed by the school's unique position as a Catholic institution, occupying the best of both worlds: a strong, historical connection with the sponsoring Catholic diocese and the bishop's agenda for children and families, along with the freedom to innovate, experiment, and create a new national model in high performing independent Catholic education. The next President will be expected to continue the encouraging momentum while maintaining fidelity to the school's Catholic identity and mission and respect for key diocesan relationships.



In addition, the next President should be mindful of the following opportunities and challenges:

- As expected, and highly desired, the lay Board of Directors has assumed a fiduciary authority and responsibility for governance of the school. This is a best practice in high performing independent schools and an outstanding opportunity for St Joes. The next President will be expected to manage these evolving board relations effectively and collegially while respecting the governing partnership that it represents.
- The President will also be expected to serve as a high-profile champion of the school's new operating structure, bringing the message to all key constituents, especially alumni, faculty, and parents, who value the school's historical legacy and Catholic identity.
- The school community has identified a new auditorium and fieldhouse as a potential capital campaign project; the Board will expect the next President to provide appropriate guidance and leadership.
- The St Joes community is united in its desire to maintain and strengthen its Catholic identity and mission. To that end, a high priority is to make an exceptional Catholic high school education available to as many qualified students as possible. This will likely require an enhancement to the current endowment resources of the school.
- As with many communities across the country, the rapidly changing family demographics in Fairfield County will challenge the next President and his/her team to maintain current enrollment and retention levels. An outstanding Marketing and Enrollment Management team look forward to the leadership of the next President in helping to sustain critical mass at all levels of the student body.

QUALITIES AND QUALIFICATIONS OF THE NEXT PRESIDENT

The school operates in the President/Principal Leadership Model. In this increasingly popular structure, the Principal serves as the day-to-day head of academic operations, reporting to the President who functions as the chief executive officer and face of the school to the community. The President is the outward facing “Institution Builder” – fundraiser, friend raiser, and visionary – while the Principal is the inward facing “Community Builder” – setting the tone, raising the standards, and holding people accountable for the quality of the student experience. To achieve the promise of the model, the President and Principal must work effectively as a team, collaborating and partnering to achieve synergies and responding seamlessly to the changing needs of the institution.

Given the current challenges and opportunities mentioned above, the President should possess the following qualities and qualifications:

- A faith-filled practicing Catholic who will embrace and promote the Catholic identity of the school while modeling Catholic values in his/her daily practice.
- A fundamentally relational leader who will connect joyfully and genuinely with all constituents of the school.
- A respectful and collaborative leader who will honor the important legacy role of the Diocese of Bridgeport while achieving the promise of the school’s new independent governance structure.
- A high-profile leader with exceptional communications and platform skills who can raise the profile and powerful value proposition of the school.
- A team builder and servant leader who will recognize the critical role of all faculty and staff and celebrate their achievements in fulfilling the vital mission of the school.

The Directors welcome candidates from varied mission-critical career platforms including other Catholic, independent, or charter schools; higher education; non-profit foundations, associations, charities and the like; as well as the corporate, civic, and professional services arenas. While deep domain knowledge of secondary education is preferred, other qualities and experiences are also valued, especially visionary, entrepreneurial leadership and the ability to inspire, build high performing teams, and create demand for the unique gifts of a St Joseph High School education.

TO APPLY

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A statement of educational or leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate’s permission).

Please send applications to:

Bob Regan

Senior Consultant

and Group Practice Leader, Catholic Schools Practice

bob.regan@carneysandoe.com