



Head of School

SEARCH PROSPECTUS

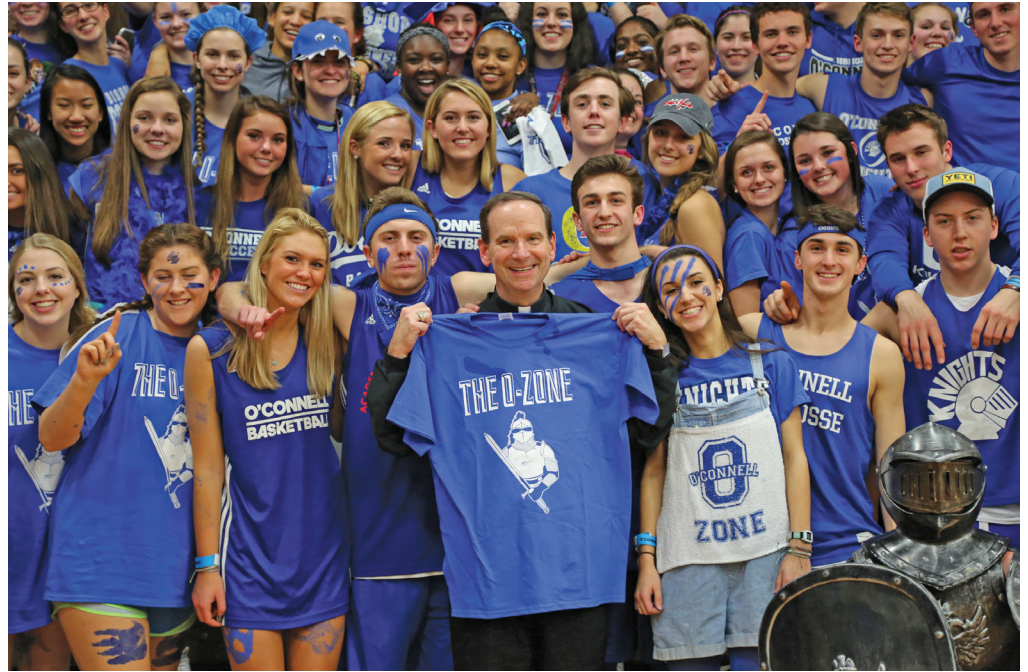


Bishop O'Connell High School

ARLINGTON, VA

www.bishopoconnell.org

START DATE – JULY 2020



Mission

Bishop O'Connell High School is a college preparatory school that provides students an education rooted in the life of Christ and fosters the pursuit of excellence in the whole person.

About Bishop O'Connell High School

Located in the booming Northern Virginia community of Arlington, VA, Bishop Denis J. O'Connell High School is a faith-filled community of learning, rooted in a tradition of service and excellence. Founded by six local parishes in 1957, the school was built to serve the rapidly growing suburban Catholic population in the Washington, D.C. area. Today, its student body of nearly 1,200 reflects the diversity of this community and region. The spiritual atmosphere at O'Connell is enriched by the presence of the Sisters, Servants of the Immaculate Heart of Mary, who have served the school population since its founding.

Bishop O'Connell is one of four diocesan high schools in the Catholic Diocese of Arlington, accredited by the Virginia Catholic Education Association and the Southern Association of Colleges and Schools - Council on Accreditation and School Improvement. In 1992-1993, Bishop O'Connell High School was named as a Blue-Ribbon School by the U.S. Department of Education and was named to the 2018-2023 Catholic Education Honor Roll by the Cardinal Newman Society.

The school and diocesan community and stakeholders now seek to fill this mission-critical role vacated by Dr. Joseph Vorbach after he was named the new Superintendent of Schools for the Catholic Diocese of Arlington. In the interim, Sister Lorraine McGrew, IHM, has been appointed by Bishop Burbidge to serve as the interim Head of School for the 2019-2020 school year. Sister Lorraine's experience as the General Superior of the IHM Community from 2012-2018 will be a great benefit to the school.

Governance

The Bishop O'Connell Board of Governors, an advisory board of specified jurisdiction participates in decision-making in the areas of planning, policy formulation/enactment, finances, care for the facility, and advancement activities including public relations and marketing. The board is deliberative in the area of finance.

Strategic Plan

Bishop O'Connell High School is currently engaged in a 5-year strategic plan that began in 2018 with goals in the following domains: the O'Connell Experience (with goals for the student experience, faculty experience, family experience, and alumni experience), Facility, Funding, and Communicating Mission.

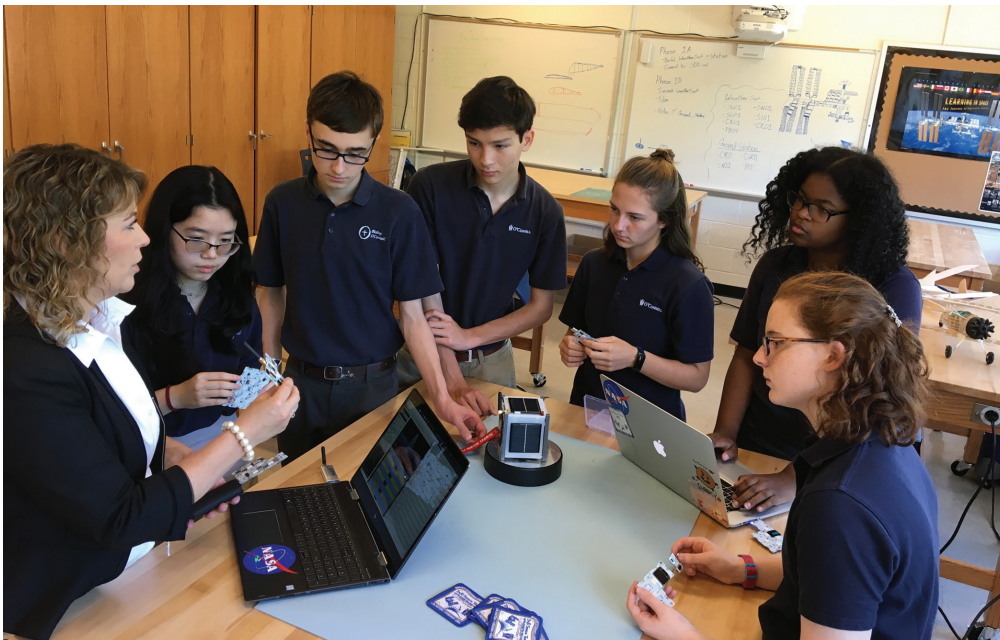
New Construction

A comprehensive study produced an eight-phase Master Site Plan to guide the process of modernizing the school's facilities. The plan provides a sequenced phased approach to addressing the evolving space requirements of curricula and the need for flexible learning and teaching spaces that meet today's educational landscape.

The \$22.8 million *igKnight* the Vision campaign addresses the first two phases. Phase 1 includes a new front plaza and main entrance, a new main corridor from the front of the school to the back, and accessible center courtyard is now underway. Phase 2 will add a new three-story classroom wing, a 170-seat chapel, 13 classrooms, a new campus ministry center, and a new synthetic practice surface for field sports.

Academic Program

All students follow a demanding college preparatory curriculum designed to ready them for admission to the leading colleges and universities. Coursework is available at the Honors and Advanced Placement levels. As a part of the school's rigorous STEM programs, Project Lead the Way (PLTW) engineering curriculum provides hands-on lessons, using real-world problems, supported by state-of-the-art CAD systems. Dual credit and dual enrollment opportunities are also available through a partnership with Marymount University. The Global Studies Certificate Program offers optional beyond-the-classroom learning experiences focused on themes of world importance. The widely acclaimed Muller Academic Services Program provides support for students with documented learning disabilities.



FAST FACTS



\$28M

Scholarships and Grants
Awarded to the Class of 2019



\$4.5M

Raised for the Cystic Fibrosis
Foundation over the last 44 Years
of Student-Organized Superdance,
a 12-Hour Dance Marathon.



160

Ap Scholars Based on the May
2019 Advanced Placement Exams
including: 4 National AP Scholars,
30 AP Scholars with Distinction
and 25 AP Scholars with Honors.

FAST FACTS

MU

73

Students Receiving College Credit
from Marymount University.



62

Alumni Now Serving as
Priests or Religious



28

Advanced Placement (AP)
Courses Offered



Academic Program (CONTINUED)

The program is organized around required courses that aim to achieve the 13 desired learning goals for each student. In pursuing these goals, students learn skills they will use all their lives: how to seize upon what is most important in what they read, how to solve a problem, how to listen to others, how to frame a persuasive argument, how to organize their time, how to provide services for others, and how to walk in the footsteps of Christ.

The school boasts a talented faculty, 70% of whom hold a master's degree or higher.

Bishop O'Connell offers Expanded Services to provide an inclusive Catholic education to students with intellectual or cognitive disabilities. Individualized instruction is offered in both grade-level and small group classes with support of peer mentors throughout the day. All students are welcomed into activities, sports and retreats, allowing for social, spiritual and academic growth alongside their peers. O'Connell recognizes that inclusive services benefit all involved and enrich the school culture.

Bishop O'Connell is accredited by the Virginia Catholic Education Association and the Southern Association of Colleges and Schools – Council on Accreditation and School Improvement.

Spirituality, Campus Ministry, and Community Service

In addition to the course work which draws on the National Framework for High School Religion, published by the U.S. Conference of Catholic Bishops, Bishop O'Connell High offers numerous opportunities for students to grow in their faith.

Opportunities for Worship

Mass and reconciliation are offered five days per week. The entire student body celebrates Mass at least once per month. The chapel is open all day for prayer opportunities. The school year begins with a school-wide Adoration of the Blessed Sacrament and religion classes visit the chapel during the academic year for a time of adoration.

Christian Service

The Christian Service program at Bishop O'Connell High school reflects the fundamental principle to spread the Good News of the Gospel of Christ to brothers and sisters in our local and international communities. O'Connell integrates and practices the methods in accordance to Catholic social teaching to help students prepare for missions throughout the world. Each year students perform a minimum of ten hours of service in the school, local, national, or global community. Many provide many more hours. As a capstone of their four-year service journey, seniors provide a thoughtful reflection via a video, oral, or written presentation.



Campus Ministry

The heart of the mission of Bishop O'Connell High School is to be a place to encounter Jesus Christ. Campus Ministry provides opportunities for students to experience the presence of Jesus in the Blessed Eucharist, to experience His healing power in the sacrament of Reconciliation, and to enter into a relationship with Him in personal prayer.

Retreats

Each retreat has a different theme and structure to the day, but each has a goal of introducing Jesus to the individual student so that when students graduate from Bishop O'Connell, they have a deep personal relationship with God. Freshmen engage in the "Dignity of the Human Person" retreat, Sophomores experience "The Grace of a Catholic Community" retreat, Juniors learn about "Using Faith as Your Guide," and Seniors prepare for "The Christian Life After O'Connell." Several other optional and meaningful retreats are offered to students during the school year and summer months.

Arts

Bishop O'Connell High School believes that the Arts belong to everyone and that the school community is enriched if every student has the opportunity for self-expression, through visual and graphic arts, photography and video production, through music performances and appreciation, and through art history and drama production. The belief is that these experiences foster original, intelligent and creative thought processes and cultivate a strong, individual character within each student. Bishop O'Connell's desire is to instill students with the ability to express truth and beauty through an original, intelligent, and creative thought process which fosters a strong, individual character.

FAST FACTS



46

Sports Teams



65

Clubs and Activities



53

Maryland And Virginia
Communities Represented

FAST FACTS



23

Student-Athletes Committed to College Level Sports from the Class of 2019



32

Members of the Class of 2019 Receiving a Global Studies Certificate



70%

Of Faculty Holding Advanced Degrees



Arts (CONTINUED)

Performing Arts

The music program at Bishop O'Connell High School offers a variety of courses in music taught by music specialists. Classes such as Music Technology, Piano Seminar, Survey of World and American Music, and AP Music Theory provide opportunities students to experience music.

Yearly performances include seasonal instrumental and choral concerts, pre-assessment concerts and piano and guitar showcases. Ensembles include Concert Choir, O'Connell Singers, Men's Chorus, Strings Ensemble, Concert/Symphonic Band, Jazz Band, Flute Choir and Drumline.

The O'Connell Players recent performances include Little Shop of Horrors, Into the Woods, Romeo and Juliet, and Mary Poppins as well as an annual A Very DJO Christmas Carol in December.

Visual Arts

Students can take art classes, from the introductory level to Advanced Placement studio art. All classes are taught in the recently remodeled art space, which includes several classrooms, a dark room, and abundance of equipment and supplies. Projects are displayed in several showcases throughout the school. A special tradition at O'Connell is the annual Christmas window painting project on both the Underwood and the Trinidad sides of the building.

Festival of the Arts

Each year, the Bishop O'Connell High School celebrates the arts with an evening of music, dancing, drama, and visual arts on display. The gym is transformed into an art gallery; the main stage features individual and group dance, drama, and musical performances. The courtyard becomes a magical "coffee house" showcasing acoustic performances and poetry readings.



Athletics

Bishop O’Connell High School prides itself on an extensive competitive athletic program, which is an integral part of the total educational process and reflects the school’s philosophy of diversity, continued growth and achievement, and the development of the individual’s greatest potential.

The values of sportsmanship, self-discipline and perseverance are often learned through interscholastic sports. Most importantly, O’Connell’s athletic teams provide an opportunity for students from diverse backgrounds to learn the value of integrity, teamwork, cooperation, and mutual respect.

Bishop O’Connell High School partners with the national Play Like a Champion Today program. This character education program through sports initiative supports Catholic schools in promoting athletics as a ministry to youth and families, helps to build teams as moral communities, and supports character development, spiritual growth, intrinsic motivation, and responsible decision-making.

As a member of the prestigious Washington Catholic Athletic Conference (WCAC), consisting of 12 schools in the metropolitan Washington, D.C. area, Bishop O’Connell has more than 700 boys and girls competing on 46 teams each year. The school has 25 varsity teams participating in scholastic competition. In the last 15 years, O’Connell teams have earned 33 conference championships and 36 state championships.

Clubs and Activities

Students at Bishop O’Connell High School are encouraged to balance studies with an extracurricular life that helps feed their spirit.

More than 60 clubs, organizations, and honor societies occupy students’ time and talents. Most clubs have a regular meeting time after school (such as the third Thursday of the month) and several offer more extensive time commitments. A Club Fair is held at the beginning of every school year to familiarize all students with the mission and activities of each group.

FAST FACTS



1,180

Students Currently Enrolled



9

Renovated Science Classrooms:
3 Chemistry Labs,
3 Biology Labs, 3 Physics
and Engineering Classrooms



4

Recent Alumni Currently
Enrolled in the Seminary in
Route to Ordination

The Position

The Head of School is appointed by the Bishop of Arlington upon the recommendation of the Superintendent of Schools. The Head of School reports directly to the Superintendent of Schools in all matters pertaining to the administration of the school. The Head of School also is responsible to the Board of Governors as they work to further the mission of the school. As the highest-ranking administrator of the school, the Head of School has both the authority and the responsibility to ensure the following:



- **Catholic Identity:** Faithful to the teachings of the Church and to the directive of the Diocesan Bishop, the Head of School, in cooperation with the entire staff, promotes the essential characteristics and fundamental values of a Catholic school.
- **Leadership:** The Head of School shares with the Principal a responsibility for providing personal and visible leadership for the school faculty, staff, students and families on issues related to the mission and goals of the school.
- **Planning:** The Head of School oversees the development and directs the implementation of a strategic long-range plan that is consistent with the mission of the school and the policies of the Office of Catholic Schools.
- **Fiscal Management:** The Head of School's primary responsibility in the area of finance is compliance with diocesan policy and oversight of all school funds as they relate to the approved school budget. The Head of School has the authority to enter into legal agreements and serve as the institutional representative in all such negotiations. In addition, the Head of School provides for the safe operation and maintenance of the school property and facilities.
- **Institutional Advancement:** The Head of School, in conjunction with the Office of Catholic Schools and the Board of Governors, will establish specific goals and objectives in the area of development.
- **Public Relations:** The Head of School directs marketing efforts, recruitment strategies, development programs and alumni/alumnae activities. All public relations, including press and media contacts, are coordinated and approved by the Head of School in his/her capacity as spokesperson for the school. The Head of School also represents the school in the public forum and personally meets with selected constituencies to improve school-community relations.
- **Supervision of Programs and Personnel:** The Head of School consults with the Superintendent of Schools concerning the appointment of the Principal. In addition, the Head of School conducts the professional evaluation of the performance of the Directors. The Head of School approves all school policies and programs and verifies that they are consistent with diocesan policies and the stated mission of the school.



Opportunities and Challenges

The dynamic leader selected to fill the role of Head of School will enjoy the opportunity to help shape the strategic vision of this tradition-rich community and lead it into its exciting future. Built upon its strong underlying foundation of tradition, pride, and excellence, Bishop O’Connell’s reputation for academics and athletics, Catholic identity, student diversity and inclusion programs are a hallmark of its long-standing success. This distinguished school community is well positioned in the region and is supported by passionate and dedicated alumni, as well as local business and civic community stakeholders.

The successful candidate will be unapologetically Catholic with a personal relationship with Christ and be comfortable in serving as the spiritual leader of the community. He/she will be knowledgeable of Church teachings and a relational leader who nurtures the faith, community and culture.

The successful candidate will demonstrate a comfort and capacity addressing issues facing Catholic schools across the country – specifically in mission-critical areas related to Catholic identity, student achievement, inclusion education, advancement, mission effectiveness, business, and finance initiatives.

The school serves students from 53 different zip codes in the region. The school’s strategic plan involves an extensive campus build out. Phases 1 and 2 are already under construction. The new head of school will need to be instrumental in completing the campus renovation and expansion including leading the campaign efforts to fund its implementation.

The new Head of School will be expected to bring the energy, charisma and both the executive administration and advancement skills necessary for this school community to build on its extensive traditions and storied legacy, while delivering excellence in a Christ-centered and faith-filled college preparatory education.

The Head of School will be a charismatic communicator, capable of interacting productively with an engaged local community. The successful candidate will be met by a passionate group of dedicated stakeholders who are excited for the school’s promising future. He/she will join a faculty and staff filled with a missionary zeal to serve Christ, His church and the students entrusted to



Opportunities and Challenges (CONTINUED)

their care. He will be expected to build upon the alumni network which is relatively untapped as a resource to the school.

At this point in its history, the school is seeking a candidate who is a:

- pastoral leader and role model for faculty, staff and students
- prolific fundraiser
- team builder and collaborator
- transformational leader capable of empowering a senior and talented management team
- servant leader with a sense of calmness and an executive presence.



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. Familiarity with the Sisters of IHM charism is a plus.
- 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 in an ambitious, fast-paced, and results-oriented period of cultural change and institution-building.
- Accomplished visionary able to lead this distinguished 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 O'Connell community in building constructive relationships with all stakeholders that inspire crucial support in its fundraising and enrollment management initiatives.
- Accessible and approachable leadership style, with the capacity to relate to all in internal and external constituents while being extremely visible and interactive on campus and at school-sponsored events – locally and beyond.
- Well-versed in creating the conditions for market leadership in a highly competitive college preparatory environment, familiarity with the greater Arlington, VA and Washington, D.C. market is a plus.
- 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.



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 Bishop O'Connell High School in the subject field.



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About the Area

Arlington County is a county in the Commonwealth of Virginia, often referred to simply as Arlington, Virginia. The county is situated in Northern Virginia on the southwestern bank of the Potomac River directly across from the District of Columbia. With a land area of 26 square miles, Arlington is geographically the smallest self-governing county in the U.S., and by reason of state law regarding population density, it has no incorporated towns within its borders.

In 2018, the county's population was estimated at 237,521 and is the fifth highest income county in the U.S. by median family income. In 2017, the county's top employers were the Department of Defense, Deloitte, Accenture, Department of Homeland Security, Department of Justice, and Department of State. Arlington is home to the Pentagon, Reagan National Airport, Arlington National Cemetery, Marymount University, George Mason University's Antonin Scalia Law School, satellite campuses of the University of Virginia and Virginia Tech, and is soon to house the co-headquarters of Amazon.com. With 11 Metro stops, Arlington is car-optional and offers visitors everything from eclectic theater to Bohemian cafes.



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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