



ST GREGORY

CATHEDRAL SCHOOL

Principal

SEARCH PROSPECTUS



St. Gregory Cathedral School

Diocese of Tyler

TYLER, TX

www.stgregory.info

START DATE – JULY 2018

Partners in Mission School Leadership Search Solutions, LLC



Mission Statement

The mission of St. Gregory Cathedral School is the fulfillment of the educational ministry of the Catholic Church and has as its primary goal the formation of children and one another through Christ. It aims at the development of the individual's moral, intellectual, social, cultural, and physical endowments.



About the School

St. Gregory Cathedral School, located in Tyler, Texas, is the oldest continuously operating private school in East Texas and enjoys a distinguished tradition of systematic faith formation, academic excellence, and Christian service. It is a welcoming environment for students of widely varied socioeconomic backgrounds, faith traditions, and ethnicity. It is the only three-time U.S. Department of Education Blue Ribbon School in East Texas and is accredited by the Texas Catholic Accreditation Conference and recognized by the Texas Education Agency. Situated next to the Cathedral of the Immaculate Conception Parish, St. Gregory currently serves 210 students in PK-3 through 5th grades and draws from a 40-mile radius. Bishop Gorman Regional Catholic School is its nearby sister school and serves students in 6th through 12th grades in a college preparatory setting.

St. Gregory is a welcoming environment for all faiths and all students, recognizing the rich diversity of the God-given gifts that each student brings to the school community. High value on faith development, academic excellence, self-direction, personal responsibility, and self-discipline are believed to be the key aspects as means for developing the total student. St. Gregory delivers a unique service to the community by affording students the opportunity to achieve academic excellence and to discover personal talents.

Its History

Tyler's first Catholic congregation began meeting around 1878, comprised mostly of Irish-American immigrants who came to Tyler to work for the railroad. In 1893, a group of Lebanese immigrants joined the parish. By 1939 more than 150 families formed a veritable melting pot that also included Greek, Polish, German, French, Spanish, Italian and Bohemian believers. In 1940, Bishop Joseph P. Lynch sanctioned forming a Catholic school. It took five years for the school to open, since it was the end of World War II when materials, labor and funds were in short supply. Father Vincent Wolf led a series of parish-sponsored fundraisers; among the most inspiring were the teenage "Troubadours" who sponsored a war-bond drive, beginning an enduring commitment to Christian service by the youth of St. Gregory School. Six nuns from the Schools Sisters of Notre Dame opened and staffed St. Gregory

Catholic School in 1946, with Father Wolf serving as superintendent. Father Wolf's vision was to "provide Catholic schooling that develops the whole child." St. Gregory builds on this foundation by fostering an understanding of faith, community, service and worship. Importance is placed upon recognizing the rich diversity of the God-given talents that each student brings to the school community.

Now celebrating over 70 years in education, St. Gregory flourishes with tenured administrators and faculty, a balanced operating budget, and endowment for the future. Having been named three times as a U.S. Department of Education Blue Ribbon School, the tradition of educational excellence permeates St. Gregory Cathedral School. St. Gregory can now boast third generation students. Many grandparents of current students are as actively involved in the school as when they were parents of St. Gregory children. St. Gregory School has fulfilled the early vision of those instrumental in its history. They are a leader in educational circles, committed to educating the total child, a multicultural community that values the richness of life itself, the dignity of the individual, and the infinite possibilities of the person. Like their founders, St. Gregory will continue to provide the same quality of life and quality of schooling that many have come to expect certain to both lead and succeed in the 21st century.

Faith and Character

St. Gregory is a Catholic community that provides formation in the faith and academic excellence. All faith traditions are welcome as they strive to build a strong educational foundation within a Christian environment. Students and teachers reflect Gospel values from the classroom to the playground, with the goal of helping students actively express and celebrate their faith in every dimension of their lives.

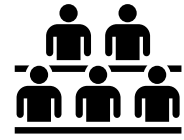
St. Gregory works towards fulfilling their mission by working closely with parents to provide ongoing formation of the Christian person. The school promotes values, character, and integrity according to the Gospel. With the belief that spiritual formation is knowing and serving God, and understanding the teachings of the Church, and developing a personal connection with Christ through prayer, worship, and reflection, these teachings are an integral part of forming their students in faith.

As a faith community, St. Gregory infuses the teachings of Christ in all areas of student life believing all are called by God to share gifts with others. The St. Gregory community lives as citizens of the world by taking part in activities that benefit others. Through this Christian service, faith is placed in action.

Community service is one of the hallmarks of Christian living at St. Gregory Cathedral School. Through their many community service projects, students in St. Gregory Cathedral School feel the joy and grace that comes from creating a servant's heart. The students of St. Gregory were recognized as the City of Tyler's Youth Volunteers for their community service projects and received the Stone Soup Award from PATH for helping to feed the hungry.



FAST FACTS



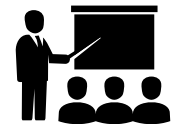
210

Number of
Students



80%

Catholic Students



15

Average
Class Size



9:1

Student Teacher Ratio

FAST FACTS



Each year since 1982, the U.S. Department of Education Blue Ribbon Award honors public and private K-12 schools that are academically superior. The Department seeks out schools whose students attain and maintain high academic goals. Blue Ribbon Schools serve as models for other schools across the nation.

With commitment, high energy, research-based knowledge and standardized assessments in the top 15% of the nation, Blue Ribbon Schools epitomize quality education. **The Blue Ribbon Award is the highest academic honor any public or private school can attain.**

St. Gregory enjoys the rare distinction of being a three-time U.S. Department of Education Blue Ribbon School, the only school in East Texas to earn this designation.

- Students in grades one to five consistently score in the top 15 percent of the nation on norm referenced standardized testing, a prerequisite to Blue Ribbon eligibility.
- St. Gregory ranks among 1 percent of all schools nationwide to earn this designation three times (1999, 2006, 2014).



Intellect

Religion addresses the school's primary goal of fulfilling the educational ministry of the Catholic Church and is integrated in all instruction. The curricula adhere to the 15 goals set forth by the Diocese of Tyler and draw from the National Catholic Education Association (NCEA) guidance program (Faith, Family and Friends). The child centered weekly liturgy and Christian service are hallmarks of the faith community.

The approach to education and discipline at St. Gregory is rooted in Christian values. Students are encouraged to become increasingly accountable for their work and conduct as they mature. Discipline is accomplished by clearly communicating expectations and consequences, and through the use of positive reinforcement. A comprehensive, rigorous and varied academic curriculum provides students with an overall exemplary education. A college preparatory curriculum challenges students to reach their fullest potential in a nurturing environment.

A total approach to Reading involves both phonics and quality children's literature. A hands-on manipulative approach to Mathematics ensures an understanding and proficiency in both computation and problem solving. St. Gregory consistently earns exemplary marks in testing and competition in math. In addition to the core Reading and Mathematics curriculum, Religion, Science, Social Studies, Spanish, Art, Health, and Physical Education classes comprise the regular curricular program. Classes are also offered to all students in the areas of Theatre, Music, Technology and Library.

St. Gregory provides specialized services to meet the unique needs of the student population. With a full-time Dyslexia specialist on staff and professional staff development, the school can target ongoing needs of special student populations ranging from the gifted to the reluctant learner. Above-grade placement may be offered to academically gifted students in single or multiple subject areas. Individual units of instruction based on higher order, critical or creative thinking skills may be provided for acceleration and enrichment. Strategies to differentiate instruction for each learner are incorporated into the regular classroom curriculum, including those students with special needs.

Extracurriculars

Students have the opportunity to participate in a variety of academic areas of enrichment including a 4-day 3-night stay at the Pines Camp in Gladewater for 5th grade students. Students participate in the Private School Interscholastic Association (PSIA) competition, and the East Texas Fair Mathletics

Competition. Writing Contests and the National Mythology Exam are other activities available to students. Field trips are educational outings that enhance areas of study. Students placed in 13 of the 15 PSIA competitions at District, 11 advanced to State, and 5 placed at the state level.

Musical productions with song, dance, and costumes offer students live stage performance. In addition to the musical, the music program uses a multi-sensory approach to develop musical concepts which begins with students in the early grades. Rhythm instruments, singing games and movement provide a foundation for the developing child. The all school Musical performance enables students to discover the world of theater with scores of music from past decades, held in annually in May.

An Artist-in-Residence and school wide spiraling art project highlight the art curriculum. Under direction from Artists-in-Residence, the entire student body studies a selected artist such as Van Gogh, Matisse, O'Keeffe, Mondrian, etc. and replicates his/her style of art. In addition, the students may complete a style of art such as self-portraits and printmaking. Mini-art galleries adorn the hallways of the school with works by the Masters and contemporary artists.

The St. Gregory Children's Choir and the Cathedral Strings Program are groups that perform at civic events throughout the year. Many St. Gregory students also actively participate in school coordinated Scouting activities.

The Position

As an active member of the Catholic Church, the Principal serves to promote the school's uniqueness as a Catholic education institution, assuring the development and implementation of an overall learning environment which promotes Catholic faith education, formation, ethical decision-making, social justice and Christian leadership. While collaborating with a dedicated Advisory Board, the Principal must work to articulate the school's mission to the community and solicit support in making that mission a reality.

The Principal is accountable to the Rector of the Cathedral of the Immaculate Conception. The Principal reinforces the mission and vision of the school in all policies, procedures, and programs and is responsible for the design, implementation, and improvement of the curriculum and on-going accreditation. The Principal collaborates and consults with the Advisory Board and professional staff members in forming and communicating strategic plans, policies, and procedures that will ensure St. Gregory's continued accessibility, success, and sustainability. In areas of personnel management, the Principal is responsible for hiring, orientation, and evaluation of all faculty and staff. Additionally, the Principal provides mentoring and professional development of all school personnel, ensures all personnel certifications remain current, and implements all diocesan and school personnel policies on a consistent basis. The Principal works with the school's Business Manager and Advisory Board to formulate the school budget, while being responsible for administering all departmental budgets and strategic plans.

Challenges and Opportunities

This is an extraordinary and exciting time to be a Catholic school leader in the Diocese of Tyler. While the Catholic population represents the smallest segment of the regional faith-based demographic, Bishop Joseph E. Strickland is leading a cohesive community-wide effort to further enhance the positions of all diocesan Catholic schools. Competition in the East Texas education market includes numerous public, and private faith-based, primary and secondary options to students and parents. However, the Diocese of Tyler continues to grow and is quickly being recognized as a teaching diocese with a strong and unabashedly Catholic identity within its parish and school communities. In May of this year, Bishop Strickland shared his *Constitution of Teaching*, an insightful and inclusive 57-point doctrine describing his vision of implementing new and creative ways to teach and share the wonder of the Catholic faith throughout this blessed diocese. As a strong sign of support and commitment to the Bishop's visionary and strategic plans, the Diocese is currently in the process of securing a community of teaching Sisters



St. Gregory participates in the Duke Talent

Identification Program (TIP), a nonprofit organization devoted to meeting the academic and social needs of gifted students in fourth and fifth grades.

Students must score at or above 95% on a subtest of the IOWA Assessments, a nationally standardized achievement test, or the CogAT, a measure of cognitive abilities, to qualify for Duke TIP. These students are in the top 5% in the nation.

82% of the 5th grade class and 54% of the 4th grade class received this recognition in the 2016-17 academic year.



that will further enhance the religious presence within its schools, beginning right here at St. Gregory Cathedral School.

The next principal will be expected to bring the energy, charisma, and executive administration skills necessary for this school community to build on its considerable strengths while delivering its U.S Department of Education Blue Ribbon award-winning early childhood Catholic education. With a strong and unified relationship with nearby Bishop Gorman Regional Catholic School (a perennial Top 50 Catholic college preparatory school in the nation), St. Gregory's next principal will be a visionary team player and leader who embraces change while executing with missionary zeal.

Candidates are expected to have extensive experience in addressing the challenges within Catholic education. Specifically, the ideal candidates we seek will be well-versed in best-practices related to areas of Catholic identity, academic administration, operational management, enrollment management, and school advancement initiatives. Proven Catholic school mission-driven leaders possessing an entrepreneurial mind set with a get-it-done attitude, and who meet these requirements, are strongly encouraged to apply.

Desired 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 while promoting a strong and vibrant Catholic identity.
- Advanced degree in an education related field with a minimum of five years instructional and administrative experience, current principal or administrative licensure expected.
- Current experience leading a Catholic early childhood school community is preferred.



- Proven visionary with demonstrated success in addressing immediate school community needs and long-term goals. Experience in strategic planning, implementation, fiscal management and oversight is highly desirable.
- Accomplished visionary able to lead an extensive, innovative, and academically rigorous 21st century curriculum that insures success for all students, based on exacting standards of excellence.
- Exceptional communication, interpersonal, and public speaking skills while serving as the highly visible public face of St. Gregory Cathedral School in building constructive relationships with all stakeholders that inspire crucial support in all school advancement initiatives.
- Accessible and approachable leadership style, with a willingness to relate to students while being extremely visible and interactive on campus and at school events.
- Inspirational, humble, and authentic mentor who instills leadership in others.
- Must be able to establish immediate rapport and trust with learning, parent, and supporting communities.
- Skilled at identifying, attracting, developing, and retaining high-quality educators with a commitment and passion for delivering a transformational Catholic educational experience.
- Proven leadership in ongoing professional development, evaluation, and student assessment.
- Fair, fun and compassionate executive who embraces collaboration while leading with missionary zeal.



Application Procedure

To apply, please submit the following materials, confidentially and as separate PDF attachments in one email to Michael Furey. Please include St. Gregory Cathedral School in subject field.

- Cover letter that aligns your experiences and skill sets with the current needs of the school as you understand them.
- Current resume with all appropriate dates included.
- Statement of Catholic educational philosophy.
- List of five references including names, physical addresses, phone numbers and email addresses. No references will be contacted without your knowledge and approval.



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**SCHOOL LEADERSHIP
SEARCH SOLUTIONS**

Partners in Mission School Leadership Search Solutions is a division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. Since 2008, our dedicated team of professionals have partnered with clients to advance their missions by providing comprehensive and effective solutions to address the challenges they face every day.

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