



St. Catherine's  
High School

A SIENA CATHOLIC SCHOOL

Racine, Wisconsin

# Principal

Search Prospectus

Summer 2026



**438  
STUDENTS**



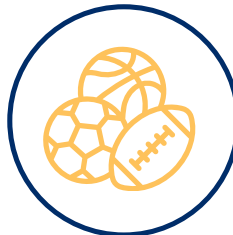
**48% FACULTY W/  
ADVANCED DEGREES**



**27 FACULTY  
& STAFF**



**11 CLUBS  
& EXTRACURRICULARS**



**11 VARSITY  
SPORTS**



**6 AP COURSES  
OFFERED**



**\$19.1M TOTAL  
SYSTEM BUDGET**



**\$6.6M FOUNDATION  
ENDOWMENT**



**60% CLASS OF 2026  
ATTENDING COLLEGE**



## School Overview

Located in Racine, Wisconsin, St. Catherine’s High School is one of seven Siena Catholic Schools of Racine, a system of Catholic schools formed by the Archdiocese of Milwaukee in 2017. While our schools have decades—and in the case of St. Cat’s, over 160 years—of history, the formation of the Siena system has enabled centralization and strengthening across curriculum, faith formation, operations, human resources, and advancement.

St. Catherine’s High School, a Catholic career and college-preparatory school in Racine, Wisconsin, invites mission-driven and visionary leaders to apply for the position of principal, beginning in Summer 2026. St. Catherine’s was founded by the Sisters of St. Dominic of St. Catherine of Siena (Racine Dominicans). St. Catherine’s forms young men and women to lead lives of faith, scholarship, and service.

St. Catherine’s has a diverse student body in grades 9–12, and as the only high school in Siena, it is considered the flagship school of the system. The school benefits from a collaborative Catholic education system committed to accessibility, excellence, and long-term sustainability.

St. Catherine’s is distinguished by its Dominican charism, emphasizing the pursuit of truth, the integration of faith and reason, and a commitment to community and service. Students are challenged to grow intellectually, spiritually, and socially in preparation for success in college and beyond.



## Mission Statement

St. Catherine's educates students in the Catholic faith, fostering an environment of academic and behavioral excellence to create lifelong learners and globally responsible citizens.

St. Catherine's is built on the Dominican values of:

- *Study*: Delivering excellence in Catholic education that maximizes the potential of every student, producing graduates who embrace a lifelong love of learning.
- *Prayer*: Elevating our Catholic faith in a loving God who lies at the center of all things, and who guides all of His people in their personal faith journeys.
- *Service*: Creating a civically engaged environment that forms conscious world citizens who appreciate the dignity of every individual, driven by both word and deed.
- *Community*: Emphasizing the importance of positive relationships at our school, in the surrounding area and within the greater world, leading to personal growth and enabling a commitment to the common good.

## Vision

St. Catherine's will have become the premier model for innovative Catholic education in Southeastern Wisconsin, developing the whole person in a respectful, globally aware, and Christ-centered environment. Our preeminent faculty and staff, attracted by the school's inspirational mission and excellent working environment, will be united in developing the best possible academic experience for every student. St. Catherine's will be operating in a modernized facility that pays tribute to our Dominican heritage while providing young men and women with the necessary academic and life experience to become lifelong learners and servant-leaders. Ensuring our vision will require sound financial management as well as increased philanthropic support of St. Catherine's High School, the SCHS Foundation, and Siena Catholic Schools of Racine.

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## Academics

St. Catherine's High School offers a rigorous, student-centered academic program designed to prepare every graduate for success in college, career, and life. Rooted in Catholic teachings and guided by the Dominican tradition, the curriculum challenges students intellectually while supporting their spiritual, social, emotional, and personal growth. Faculty members are deeply committed to the success of each student, fostering a culture where students are known, encouraged, and challenged to reach their fullest potential. Nearly 20% of the faculty are alumni of St. Catherine's, reflecting the school's deep sense of community and mission-driven commitment to Catholic education.

Dedicated to continuous innovation, St. Catherine's has made significant investments in academic programming and technology integration to ensure students are prepared for an increasingly dynamic world. Every student utilizes an Apple iPad as part of daily learning, and recent initiatives include a \$1.2 million renovation of the science department to expand the school's growing STEM program, participation in Microsoft's TEALS program to introduce computer coding opportunities, and the addition of courses such as AP Computer Science Principles, Principles of Biomedical Science, and Journalism. Interdisciplinary instruction further strengthens student learning by connecting subject areas through shared themes and literacy development, encouraging students to think critically, communicate effectively, and engage more deeply with the material. Complementing the academic experience, the Guidance Department provides a comprehensive four-year program focused on self-discovery, discernment, and post-secondary readiness, helping students grow into confident, faith-filled young adults prepared to make a meaningful impact in the world.



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## Student Life

Student life at St. Catherine's High School is grounded in the Dominican pillars of prayer, study, service, and community, creating a vibrant and welcoming environment where students are encouraged to become fully engaged in the life of the school. Students have access to a wide range of extracurricular opportunities that foster leadership, creativity, service, and personal growth, including Student Council, Campus Ministry, National Honor Society, Robotics, Drama, Environmental Club, Future Medical Associates, journalism and yearbook programs, cultural affinity groups, and numerous service-oriented organizations. Mentorship and leadership development are central to the student experience, exemplified through programs such as Guardian Angels, where upperclassmen support incoming freshmen as they transition into high school life. Athletics, fine arts, retreats, liturgies, and community-wide service initiatives further enrich the student experience and reinforce the school's commitment to forming faith-filled young people who are prepared to lead lives of purpose, compassion, and impact.



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## Athletics

Athletics are an integral part of student life at St. Catherine's High School and reflect the school's commitment to forming the whole person through faith, teamwork, discipline, and personal growth. Rooted in the belief that athletics provide students with opportunities to develop their God-given talents while building character, responsibility, and resilience, the Angels athletic program emphasizes sportsmanship, leadership, and community alongside competitive excellence. St. Catherine's offers a wide range of interscholastic athletic opportunities across all three seasons, competing primarily within the Metro Classic Conference, and encourages broad student participation in a supportive, faith-filled environment. Guided by dedicated coaches and grounded in the Dominican pillars of prayer, study, service, and community, student-athletes are challenged to grow not only as competitors, but also as compassionate leaders and teammates who represent the mission and values of St. Catherine's both on and off the field.



## Position Overview

The High School Principal serves as the academic, operational, and spiritual leader of the high school, responsible for ensuring exceptional outcomes in college and career readiness, student achievement, and faith formation. This leader will cultivate a high-performing staff, champion innovative and rigorous instructional practices, and ensure that all students graduate prepared for postsecondary success and equipped to lead lives grounded in Gospel values. As a member of the Siena Catholic Schools (SCS) leadership team, the Principal collaborates to advance a unified vision for Catholic education across the system.



## Essential Duties & Responsibilities

### Catholic Identity & Student Formation

- Serves as a visible witness to Catholic faith and Gospel values, inspiring students and staff.
- Leads a high school culture that fully integrates faith, scholarship, and service.
- Promotes active participation in Mass, sacraments, retreats, and service-learning experiences.
- Ensures theology curriculum reflects Archdiocesan standards and supports spiritual growth.
- Fosters student leadership grounded in faith, ethics, and social responsibility.
- Partners with pastors and communities to strengthen Catholic identity.

### College-Preparatory Academic Leadership

- Leads the development and execution of a rigorous, college-preparatory academic program aligned with best practices.
- Ensures all students are prepared for college admission, persistence, and success.
- Promotes access to advanced coursework (e.g., AP, dual enrollment, career and STEM pathways, Project Lead The Way).
- Uses data-driven strategies to improve career success, graduation rates, college acceptance rates, and academic performance.
- Oversees curriculum alignment, instructional quality, and assessment practices.
- Supports programs that strengthen college counseling, career exploration, and postsecondary planning.
- Builds a culture of high expectations, academic accountability, and continuous improvement.
- Works directly with Gateway and surrounding colleges and universities to develop partnerships for student success.

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## Staff Excellence & Instructional Leadership

- Recruits, develops, and retains highly effective, mission-aligned staff.
- Conducts regular classroom observations and provides meaningful coaching and feedback.
- Leads professional learning that is focused on the needs of the school staff and in alignment with school goals.
- Establishes clear performance goals and ensures accountability through staff effectiveness systems.
- Empowers staff leadership and fosters a collaborative professional culture.

## Student Experience & School Culture

- Creates a safe, inclusive, and engaging high school environment.
- Promotes student involvement in athletics, arts, extracurriculars, and leadership opportunities.
- Provides implementation of student positive behavior programs to reduce student discipline and attendance policies.
- Supports programs that address adolescents' social, emotional, and developmental needs.
- Celebrates student achievements in academics, service, leadership, and extracurriculars.

## Strategic & Operational Leadership

- Manages school resources to support academic priorities and long-term sustainability.
- Oversees budgeting, staffing, scheduling, and daily operations.
- Ensures compliance with Archdiocesan, state, and accreditation standards.
- Leads safety planning, emergency preparedness, and operational excellence.
- Collaborates with system leadership on strategic growth and innovation initiatives.



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## Enrollment, Marketing & Community Engagement

- Serves as a visible ambassador for the high school, promoting its mission and values.
- Partners with advancement and admission teams to attract, enroll, and retain students.
- Articulates a compelling vision of the school as a premier Catholic, college and career readiness school of excellence.
- Builds strong relationships with families, alumni, donors, and community partners.
- Develops marketing efforts that highlight student success, college and career readiness outcomes, and faith formation.
- Engages prospective families through events, outreach, and personal connection.

## Communication & Leadership Presence

- Maintains clear, consistent, and transparent communication with all internal and external community members.
- Fosters a culture of trust, collaboration, and shared leadership.
- Leads with integrity, humility, and a commitment to excellence.
- Participates in system-wide leadership and strategic initiatives.
- Attends and supervises after-school events and fine arts programming.





## Professional & Personal Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The qualifications listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- A practicing Catholic committed to the mission of Catholic education.
- Master's degree in Educational Leadership or related field (required).
- Valid Wisconsin Administrator License (Principal [5051] or Director of Instruction [5010]).
- Minimum of 5 years as a successful principal, with high school leadership preferred.
- Demonstrated success in college-preparatory academic leadership.
- Strong understanding of college readiness standards, admissions processes, and academic pathways.
- Proven ability to use data to drive academic culture and faith to excel.
- Exceptional leadership, communication, and relationship-building skills.
- Experience in enrollment growth, school marketing, or community engagement preferred.
- Ability to work flexible hours, including evenings and weekends.
- Respect for the unique heritage of Catholic education in Racine and a desire and motivation to work with Siena leaders and parishes to preserve and further enhance the legacy of the school.
- Desire to build leadership capacity among all staff, demonstrating a willingness to work in collaboration with staff to create a learning community that supports the overall social, emotional, physical and academic development of students and staff.
- Ability to exercise good judgment and work in an environment with constant changes, interruptions and minimal supervision.
- Valid driver's license.
- Experience with budgeting, forecasting, grant writing, fundraising and financial statements.

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## Basic Staff Expectations

All Siena Catholic Schools of Racine employees and volunteers are expected to comply with the Staff Handbook and the Parent/Student Handbook. All SCS employees are expected to work positively in collaboration with others in addition to completing other tasks as assigned from time to time by their supervisor/administration.

## Work Relationships & Scope

Frequent contact with school staff, students and school families. Frequent contact with SCS President, SCS Chief Academic Officer, SCS Leadership Team, Finance Department, Human Resources. Occasional interaction with other Siena colleagues, assigned priests, other SCS or Archdiocese Staff. Secures the approval of the Chief Academic Officer in making decisions when answers are not clear and further guidance or input is needed.

## Physical Demands

While performing the duties of this job, the employee is frequently required to stand; talk or hear; and use hands to finger, handle, or touch objects or controls. The employee is frequently required to stand and walk. On occasion, the employee may be required to stoop, bend, or reach above the shoulders. The employee must occasionally lift up to 25 – 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## Work Environment

The work takes place primarily in an office/school environment; However, there is some travel and limited exposure to outside elements.

*This job description outlines the general nature and level of work required of any employee assigned to this position. It does not intend to imply that these are the only duties and responsibilities assigned to the job. The employee may be required to perform other job-related duties, as requested by the position's manager(s), the President and/or Board of Directors. All is subject to change and possible modification to address changing business conditions and reasonably accommodate individuals with a disability.*





## About the Area

Nestled along the shores of Lake Michigan, Racine offers a distinctive blend of Midwestern warmth, natural beauty, and deep-rooted Catholic tradition. Families are drawn to the area not only for its welcoming neighborhoods and strong sense of community, but also for the values-centered lifestyle that defines much of life in southeastern Wisconsin. Here, faith is woven naturally into daily life through vibrant parishes, Catholic schools, service traditions, and generations of families committed to building communities grounded in compassion, hard work, and stewardship.

Racine's location along the lakefront provides a picturesque setting year-round, from peaceful waterfront mornings and scenic parks to summer festivals, beaches, and outdoor recreation. Residents enjoy the charm of a close-knit community with easy access to the cultural and professional opportunities of nearby Milwaukee and Chicago. The area is known for its family-oriented atmosphere, strong civic pride, and enduring appreciation for tradition, making it an ideal place for families seeking both connection and quality of life.

For Catholic educators and leaders, Racine represents a community where mission matters deeply. Catholic schools and parishes continue to play a central role in shaping the spiritual, academic, and moral formation of young people. It is a place where leadership in Catholic education is not simply a profession, but a meaningful vocation lived within a supportive and faith-filled community.



## Application Procedure

To apply, please submit the following materials in a single PDF attachment. Name the file attachment using the following template: LAST NAME, SCHOOL, TITLE.

- 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 leadership philosophy.
- List of five references to include names, relationships, phone numbers, and email addresses (No references will be contacted without your knowledge and approval.)

 **APPLY NOW**



***Interested in this opportunity? Contact:***

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