



Inaugural President

Stella Maris Academy*

Duluth, Minnesota

The President will lead the transition to a multi-parish-based PK-12 school in Duluth. We seek a faith-filled and Christ-centered Catholic leader to serve the students, families, faculty, and community. This skilled administrator will animate the Academy's Mission: *Commissioned by the Catholic Church, Stella Maris Academy community prepares lifelong learners who lead, love, and serve as Jesus taught – transforming our world one student at a time.* We seek applicants who are energized by this mission.

About Stella Maris Academy

The new multi-campus school, offering a PK-12 program of education and formation, draws on the 125-year history of Catholic education in Duluth, Minnesota. Bishop Paul Sirba and the Duluth Area Catholic School Board give full support to the restructuring plan proposed by the Called To Be One committee. Stella Maris Academy unites four existing single-parish schools into a single, multi-parish institution. The new structure continues to provide excellent Catholic education, strengthens the middle school program, initiates a high school, facilitates class sizes that are effective for student formation, ensures financial stability, stewards human and facility resources, and enhances collaboration among all the parishes in the area.

Stella Maris Academy's vision is to guide PK-12 students through Christ-centered intellectual, spiritual, human and stewardship formation within a community of support by teachers, staff, clergy, and family members. The Formation Model educates the child to develop faith, character, scholarship and conscience.

Duluth is a beautiful 4-season city spread along the north shore of Lake Superior. The unified Stella Maris Academy operates on three campuses. In the western part of the city, Pre-Kindergarten through Elementary and Middle School classes will be taught on the St. James campus. Eight miles to the east, Pre-K through Elementary classes will be taught at the Holy Rosary campus. Middle and High School classes will be taught 3 miles inland, at the St. John's campus. The Academy is united by common policy, tuition, salary and benefit, and curriculum structures while adapting to the needs and interests of children and families in each location. A principal provides leadership at each campus.

This transition is an important and challenging time for Catholic education in Duluth. Stella Maris Academy has abundant resources in the talent and dedication of teachers and staff and the vibrant traditions and long history of the current schools. The bishop and the community are committed to the Academy's success. It is challenged by the magnitude of unifying facilities, procedures, curricula, staff and traditions while appropriately acknowledging the end of their individual histories. Stella Maris Academy, like Catholic schools across the country, faces the task of sustaining and growing enrollment in a competitive market, implementing contemporary curriculum and co-curricular learning experiences, keeping tuition affordable, and providing adequate tuition assistance.

About the Position

This position offers the rare opportunity to manage the evolving and growing educational environment of this newly-unified school. The President oversees and directs the principals and the development, admissions, and finance offices, as well as facilities and operations. He or she also works collaboratively with the Director of Schools for the Diocese. The President interacts with external constituencies, engages in advancement initiatives that promote a positive image of the school in the community, and helps foster relationships with the alumni of the formerly-separate schools. The President is the chief executive officer of the school, and has responsibility under the Governing Board for planning and establishing policies, practices, and procedures that facilitate the school's ability to carry out its mission of education and formation.

* Bishop Sirba announced the name of the new unified school on March 30, 2017.

Specific Responsibilities

Leadership

- Work to ensure the Catholic mission and identity of Stella Maris Academy in all its aspects.
- Lead the Stella Maris Academy administrative team to ensure outstanding academic and faith formation for the school's students and families.
- Contribute to the building of an environment of innovation, accountability, and mission-driven focus among faculty, staff, students and their families.
- Set budgeting direction and help prioritize the Academy's mission-driven programs and projects.
- Implement and encourage collaborative planning and leadership at all levels of the organization.
- Be an effective decision maker, balancing the delegation of responsibilities with decisive actions.
- Work with the principals to execute annual faculty contracts, school curricula, and instruction.

Communication

- Create meaningful connections with the entire Stella Maris Academy community, fostering an atmosphere of open communication and constructive dialogue with all stakeholders.
- Establish communication and collaborate with neighboring colleges and universities.
- Develop partnerships with civic and business community leaders and organizations.
- Represent the school. Provide information to parents, professional, governmental and educational associations, and community agencies about the academic and formational work of the school.
- Maintain frequent and substantive communications with the Governing Board and Director of Schools.

Strategic Thinking

- Collaborate with the Governing Board to develop and implement forward-thinking strategic initiatives and policies that shape the short and long-term direction of Stella Maris Academy.
- Foster engagement of parents, alumni, supporters, and the community by animating our vision to them.

Development

- Create and cultivate relationships with benefactors in order to ensure Stella Maris Academy's long-term financial stability and to support its growth.
- Inspire the constituents of Duluth through involvement with all fund-raising activities.
- Oversee the development office; work with the Board and business office to maintain financial stability.

Desired Qualities and Characteristics

- Practicing Catholic who is a faith-filled and Christ-centered servant leader.
- Advanced degree in an education, management, or administrative field.
- Executive presence to inspire confidence, passion and persistence among all stakeholders.
- Proven executive leadership that promotes a welcoming atmosphere while ensuring academic excellence in a curriculum that instills life-long Catholic values and commitment to service.
- Exceptional communication, interpersonal, and public speaking skills while serving as the highly visible public face of the school in its first years of operation.
- Skilled at identifying, attracting, developing, and retaining high-quality administrators and educators with a 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 zeal for the mission and vision of the school.

To Apply

Submit the following items as separate PDF attachments in one email: a cover letter expressing your interest and qualifications for leading Stella Maris Academy, a current resume with all necessary dates, a statement of Catholic educational philosophy and a list of five references with names, phone numbers, and both US mail and email addresses. Send to Cynthia Zook, czook@dioceseduluth.org.

For further information, contact Bob Lisi, Chair, Bob.Lisi@lhbcorp.com or Cynthia Zook, Director of Schools, czook@dioceseduluth.org. Confidential review of materials will begin immediately and continue until the appointment is made. We prefer, however, that all applications be submitted prior to April 15, 2017.