



President

Position Guide

Josephinum Academy is a multicultural Catholic college preparatory school empowering young women of Chicago to become confident, faith-filled leaders.

ABOUT JOSEPHINUM ACADEMY (www.josephinum.org)

Josephinum Academy (The Jo) seeks an inspiring and visionary leader who is dedicated to connecting with students and leading the board, staff and faculty to manage the execution of school programs. The President must be willing and excited to powerfully project the mission, purpose, value and spirit of The Jo to a community of investors and ambassadors, including the Catholic community, foundations and individuals.

Founded by the Sisters of Christian Charity, Josephinum Academy has been educating young women leaders since 1890. Located in Wicker Park, a near northwest side neighborhood in Chicago, The Jo serves a diverse student body of 200 high school girls, most of whom receive substantial financial support. In 1990, the school's Board of Directors affiliated The Jo with the Network of Sacred Heart Schools, affording Josephinum board members, administrators, faculty and students opportunities for network-wide programs and projects, both in the United States and in other parts of the world; the school became a full member of the network in 2010. The Network of Sacred Heart Schools is a highly collaborative and connected group of schools in which faculty and staff interact regularly in order to leverage the resources of the entire network toward the betterment of all the member institutions. As part of this network, The Jo follows the Goals and Criteria of Sacred Heart Schools. These schools commit themselves to educate students to:



- A personal and active faith in God.
- A deep respect for intellectual values.
- A social awareness which impels to action.
- The building of community as a Christian value.
- Personal growth in an atmosphere of wise freedom.

Josephinum Academy is unique within the Network of Sacred Heart Schools in that it does not follow a tuition-based revenue model; rather, 85 percent of the school's operating budget is generated through private support

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and fundraising. Whereas most schools within the network serve students from more affluent suburban backgrounds, The Jo's student population is 95 percent women of color, from families of modest income, and largely the children of immigrants. More than 90 percent of students receive scholarships or other financial aid to attend The Jo. By extension, the Board of Directors is also unique in that it is largely composed of investors and ambassadors for the school rather than parents.

The Jo is exceptionally proud of the transformational impact it has on its population of diverse young women, not only as individuals, but as vital members of their larger communities. The Jo is dedicated to a vision of becoming the school of first choice for girls in Chicago seeking an exemplary Catholic college preparatory education, while continuing to serve the same demographic it currently enjoys. To this end, the school recently became Chicago's first all-girls high school to be certified to deliver an International Baccalaureate curriculum, a rigorous course of study that engenders an inquisitive world view and a drive for lifelong learning.



Josephinum Academy measures success one student at a time, and seeks to provide an education that meets the needs of the whole child. The school's average class size of 18 students supports an individualized educational experience; as a result, Josephinum has enjoyed a 100 percent college acceptance rate for graduates since 2008. The academic program also utilizes 21st century learning technology through its 1:1 student-to-iPad program, and requires each student to complete at least 60 hours of community service prior to graduation through local, national and international service learning opportunities.

Josephinum Academy is looking to fill this position for the 2017 – 2018 school year.

THE POSITION

The President of Josephinum Academy is the chief executive officer of the school. Overall responsibilities include serving as the public representative, cultivating and soliciting resources, and leading a dedicated senior team, staff and faculty. The President is the primary fundraiser for The Jo, and a significant percentage of his/her time will be dedicated to maintaining relationships with existing major donors and cultivating additional donor relationships for the school. S/he is the external face of the school, representing The Jo with affiliated organizations, investors and the community at large. Additionally, the President is responsible for recruiting and maintaining relationships with board members, and partnering closely with the board to develop and implement long-term strategic plans for the academy. The next President will need to have a strong belief in the transformational impact of a quality education. An understanding of the issues that affect urban and single-sex education, or prior experience with International Baccalaureate programs would be beneficial.

This is an exciting opportunity for an inspired and inspiring educational leader who wants to make a true impact on the community. The next President will have an insatiable desire to lead by example and activate a variety of constituents to strive for continual improvement.

Primary goals for the next President will include establishing trusted and confident relationships with students, faculty, staff and board members; engaging and expanding the donor base; mobilizing staff, board members,

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donors and other constituents toward a capital campaign; and ensuring the effective execution of the International Baccalaureate program.

The President reports directly to the Chair of the Board of Directors, with overall accountability to the board as a whole. The President's senior team consists of the Principal of Josephinum Academy, the Director of Advancement, Director of Finance and Director of Admissions.

RESPONSIBILITIES

The President will have the following responsibilities:

- Serve as the chief executive officer of the school, responsible for internal staff leadership as well as engagement with a variety of external constituents including the Board of Directors, donors, parents and the wider community.
- Be an inspirational leader with the ability to motivate a talented staff, supporting ongoing professional development and creating succession plans for key positions within the school.
- Articulate and implement the vision for Josephinum Academy to become the school of first choice for girls in Chicago seeking an exemplary Catholic college preparatory education.
- Maintain and increase the financial stability of Josephinum Academy through strong operational and fiscal leadership that will allow the school to achieve strategic growth targets.
- Partner closely with the Director of Advancement on fundraising activities, working to increase annual contributed revenue; assist in the design and implementation of a sustainable development model that will allow for a broader donor base and increased funding; mobilize the school community and its supporters toward a capital campaign that will allow The Jo to achieve its growth aspirations.
- Support the ongoing implementation of the International Baccalaureate curriculum in concert with the Principal of Josephinum Academy.
- Collaborate closely with a high functioning Board of Directors, leveraging their talents and networks to achieve the greatest benefit for the school; in partnership with the Board, develop long-term strategic plans for The Jo.
- Active membership and participation in the activities of the Conference of Sacred Heart Schools and the Network of Sacred Heart Schools.
- Serve as an ex officio member of the Board of Directors, serving as a liaison between the board and other constituencies of The Jo, including staff, donors and the community.



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QUALIFICATIONS

The ideal candidate will bring the following qualifications:

- Exceptional leadership skills with the ability to support the continued professional development of a talented and motivated staff.
- A deep commitment to the importance of quality secondary education and an understanding of the particular issues that impact the education of the population served by Josephinum Academy.
- Prior educational leadership, preferably at the secondary level and/or with student populations similar to The Jo's.
- The ability to utilize personal Catholic faith and values to animate the mission of The Jo to create impact for the institution and the young women it educates.
- Deep respect for the Goals and Criteria of Sacred Heart schools and how they impact the mission of Josephinum Academy.
- Authentic and visionary spirit, strong communication skills and a compelling style capable of generating enthusiasm for the mission of The Jo.
- Inherent high expectations for every student, regardless of background, and the power to convey those expectations in a supportive and encouraging manner.
- Bilingual Spanish-English would be helpful.
- A master's degree is required; a doctorate would be beneficial.

APPLICATION

Josephinum Academy has retained Campbell & Company to conduct this search. The team for this project includes Marian Alexander DeBerry, Director, and Colleen Rogers, Associate Consultant. To be considered for this opportunity, please send a letter of interest and resume to:

Colleen Rogers

Associate Consultant, Executive Search
colleen.rogers@campbellcompany.com

(312) 896-8906 direct

Campbell & Company

www.campbellcompany.com

Josephinum Academy provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, legal status, or status as a covered veteran in accordance with applicable federal, state and local laws.