

# PRESIDENT SEARCH

## CRISTO REY JESUIT HIGH SCHOOL

Baltimore, Maryland

[cristoreybalt.org](http://cristoreybalt.org)

Start Date: July 2024



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# MISSION STATEMENT

*To empower Baltimore youth to succeed in college, career, and life. Cristo Rey Jesuit High School provides access and opportunity for students of religious, racial, and ethnic diversity to excel through rigorous academics, a corporate internship program, extracurricular activities, and faith formation. The school transforms lives in the Catholic, Jesuit tradition of faith, justice and reconciliation.*

## AT A GLANCE



Established  
2007



Enrollment  
350



Avg. Family Tuition  
\$1,100 per year



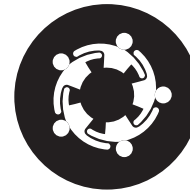
Student-teacher ratio  
15:1



Students of color  
67%



Total faculty and  
administrators  
67



Faculty of color  
59%



Faculty with advanced  
degrees  
84%



Endowment  
\$14M



Annual operating  
budget  
\$7.8M



Corporate internship  
community partners  
100



Campus size  
52,000 sq ft



## OVERVIEW

Cristo Rey Jesuit Baltimore exists to transform lives by providing academic, professional, and personal growth opportunities for high school students in Baltimore City. This is achieved through a program that incorporates a Jesuit-informed high school education, comprehensive college and career guidance, and professional development through our signature Corporate Internship Program that places every student in a professional job five full days a month, all four years of high school.

It is an uncomfortable truth that as long as inequity exists in Baltimore City, there is a need for an institution like Cristo Rey Jesuit. In Baltimore City, only 69% of 9th grade students entering public high school graduate in four years. Despite the clear advantage of post-secondary education attainment to future prosperity and security, less than 58% of high school graduates from economically disadvantaged backgrounds have the resources and support to enroll in college. Our passion is to shift these odds for the scholars we serve.

Cristo Rey Jesuit provides access and opportunity for students of religious, racial, and ethnic diversity. The school educates 350 boys and girls in grades 9-12, 67% of whom are Black, 30% of whom are Latino, and 100% of whom are from Baltimore City families who demonstrate significant financial need. To qualify for admission to Cristo Rey Jesuit, students must be below the 250th percentile of the Federal Poverty Guidelines, and two-thirds of our scholars qualify for free and reduced lunch.

## HISTORY

Cristo Rey Jesuit is part of a national, 39-school network started in Chicago by Father John Foley, S.J. and the Society of Jesus in 1996, dedicated to delivering a powerfully innovative, career and college-focused education to students and families of limited economic means. In 2007, the founding Trustees of Cristo Rey Jesuit visited Father Foley in Chicago to learn about the model and to explore replicating it in Baltimore. Shortly thereafter, under the sponsorship of the USA East Province of the Society of Jesus, Cristo Rey Jesuit High School in Baltimore was founded to provide the opportunity for young men and women from the city to access a private college preparatory education. Focusing on the Jesuit values of care for the whole person, service to the Church and community, critical thinking to build a more just society, and strong spiritual formation, the school has grown to serve 350 scholars in grades 9-12 from 23 zip codes across the city who matriculate from 40 feeder middle schools annually.



## **CORPORATE INTERNSHIP PROGRAM**

The Corporate Internship Program is Cristo Rey Jesuit's signature career-readiness initiative. Scholars work for partner businesses across the region who employ them in entry-level positions, supporting a large portion of the students' tuition cost. They cultivate essential skills through real-world experiences, strengthen their social and technical acumen, and develop a newfound awareness to pursue and excel in careers or industries they may not have otherwise considered.

## **COLLEGE PREPARATORY ACADEMICS**

As a Jesuit, Catholic, college-preparatory high school, we provide four years of rigorous academic study. We offer a demanding, AIMS accredited curriculum intended to challenge our scholars and guide their intellectual growth. We embrace a growth mindset, encouraging them to utilize individual and group tutoring, visit teachers during office hours, and embrace academic support to reach their full potential. Cristo Rey Jesuit has an accelerated academic program, allowing scholars to participate in 13 Honors courses and five Advanced Placement courses. Seniors undertake a year-long interdisciplinary capstone social-justice research project that represents a culmination of the skills they have acquired throughout their tenure at Cristo Rey Jesuit.

## **FAITH DRIVEN EDUCATION**

The focus on academic excellence, career readiness initiatives and college preparation does not fully explain what distinguishes Cristo Rey Jesuit as a high school in the City of Baltimore. The school is driven by a mission to form young men and women in the Jesuit tradition to realize their greatest potential and fulfill the highest God-given purpose for their lives. This is achieved by thoroughly caring for the student as an entire person. We don't simply feed the intellect or ensure the student's physical health or provide tools for economic stability. Rather we are committed to developing each student's spiritual wellbeing. Our Catholic faith traditions foster in the school environment an appreciation for the presence of God and an appreciation for the ways our students can know, love, and serve God in their lives.



## THE TRANSFORMATIVE OPPORTUNITY

Cristo Rey Jesuit is proud of the progress we've made towards our mission and the continued success of our over 700 alumni. In the Jesuit tradition, we are committed to caring for the whole person. We give scholars the opportunity to explore their interests and develop their passions. We help them acquire important skills and help instill them with core values that they will take into their adult lives. We know this is just the beginning. There is plenty more to do for the young people and families we serve.

After the successful eight-year term of Dr. Bill Heiser who left Cristo Rey Jesuit to take a leadership position in a local school district in the summer of 2023, the Board appointed its current Vice President of Academics as the Interim President for the 2023-2024 school year. Now, the Board of Trustees of Cristo Rey Jesuit is seeking an authentically mission-driven and passionate champion to become its next President beginning in July 2024 or sooner. The new President will work strategically with the Board of Trustees to improve facilities, advance academic achievements and strengthen the financial foundation of Cristo Rey Jesuit for the next generation.

The school's new President should be able to excel within the following opportunities and challenges:

- Provide strategic, visionary, and inspirational leadership to drive the continued success and growth of the institution;
- Support the faculty and staff to ensure that they are motivated and experience joy and meaning in their work;
- Lead and be the public face of the school via a well-developed communication strategy;
- Collaborate as a thought partner for both the Administration and Board of Trustees to expand opportunities for the current and future success of the school;
- Ensure that the school's physical plant meets the needs of the students, faculty, and administrators to fully achieve the school's mission;
- Partner with the Principal and Director of the Corporate Internship Program to innovate school programs to meet the evolving educational, emotional, and spiritual needs of our students;
- Lead the school's fundraising and campaign efforts for all areas of school life by building, strengthening, and creating relationships with corporate partners, donors and friends of the school; and
- Be present and available on-campus to engage with all members of the school community.



## QUALIFICATIONS AND PERSONAL ATTRIBUTES

Governed by a large, dedicated, passionate and supportive Board of Trustees, the President oversees a dynamic and cohesive executive team of administrators responsible for the day-to-day operations of the school's academic and student life programs, the Corporate Internship Program, fundraising, and administration. The President should be grounded in passion for the unique programs that Cristo Rey Jesuit offers while also being an advocate for consistent growth, improvement, and innovation. The President must intuitively understand the culture of Baltimore City and the social conditions that influence the Cristo Rey Jesuit community. We gladly accept candidates with school leadership experience as well as those with corporate and/or non-profit experience.

Specific desired qualities include the following:

- A strong ability to listen and communicate with high energy and enthusiasm for Cristo Rey Jesuit's mission;
- Confidence, competence, and transparency, with a commitment to academic excellence;
- Highly relational servant leader who knows not only the vision of the school, but also the names of every student and faculty/staff member on campus;
- Strong desire to celebrate and serve the Jesuit mission of the school;
- Experienced and proven track record of having a strong financial acumen to generate revenue and meet fundraising goals;
- Authentic and charismatic personality who can be relatable, approachable, and will serve as a public champion for the school;
- Empathic community builder who is able to establish a vision for the school through collaboration and trust amongst the community, while holding members of the community accountable for its attainment; and
- Understands (or is willing to learn) the educational and political landscape of Baltimore and the surrounding area.

## LEARN MORE

Click on the links below to learn more about Cristo Rey Jesuit High School.

[School Website](#)

[Corporate Internship Program](#)

[History and Cristo Rey Network](#)

[About Baltimore, Maryland](#)



## TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided by consultants);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

### **Barbara Daush**

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### **Brandon Jacobs**

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