

Home of the Angels



## ST. JOSEPH'S ACADEMY

St. Louis, Missouri

### PRESIDENT

Start Date: July 2022

[sja1840.org](http://sja1840.org)



Carney  
Sandoe  
& ASSOCIATES



## MISSION

*Our mission is to provide quality Catholic education for young women in an environment that challenges them to grow in faith, knowledge, and respect for self and others. Our community expects these young women to make a profound impact in the world.*

## OVERVIEW

St. Joseph's Academy (SJA) is a premier private, Catholic high school for girls in St. Louis, Missouri, sponsored by the Sisters of St. Joseph of Carondelet. Since its founding in 1840, the Academy has been committed to offering an exceptional, student-centered academic program and developing values-driven leaders. Grounded in faith and the spirit of the school mission, generations of SJA students have graduated well prepared for higher education and adulthood.

The Academy's approach is one of challenging and enriching each student through rigorous 21st-century coursework and co-curricular programs while modeling leadership based on compassion and respect. The small student-staff ratio emphasizes SJA's personal commitment to each young woman. Teachers here are highly experienced and dedicated to providing engaging, meaningful classroom instruction that best meets the needs of every learner.

St. Joseph's Academy seeks a dynamic leader as its next President starting July 1, 2022. The successful candidate will be an experienced educational leader devoted to the Academy's mission and programs. The President is responsible for the overall vision, leadership, and management of the school and reports to the SJA Board of Directors. The President serves as the external face of the school who promotes and represents the mission and programs of the school to the greater community. The Board seeks a relational and visionary servant leader to take the school to its next chapter of excellence. This is an exceptional opportunity to lead a forward-thinking school with deep ties to its community and an unwavering commitment to its Catholic mission and motto "Not I, But We."

## FAST FACTS

Founded: 1840

Total students: 490

Non-Catholic students: 8.4%

Total faculty: 53

Faculty with advanced degrees: 83%

Student/teacher ratio: 10:1

Average class size: 17

Financial aid awarded: \$881,283

Students receiving aid: 35%

Scholarship endowment: \$8.5M



## SCHOOL HISTORY

In 1840, six young Sisters made the arduous journey from Lyons, France, to the village of Carondelet, south of St. Louis, to answer an appeal from Bishop Joseph Rosati for teachers, especially to minister to children who lost their hearing to illnesses such as diphtheria and measles. Upon their arrival, the Sisters opened a convent school, then St. Joseph Institute for the Deaf, before establishing St. Joseph's Academy.

Over the decades, the Academy would move a number of times as it outgrew its facilities. In 1946, the Sisters of St. Joseph of Carondelet purchased 37 acres in the quasi-rural Frontenac region of St. Louis to establish the current home of the Academy, which opened in 1955.

Since that move, SJA has continued to expand. Twice, in 1985 and 2004, it added to the original structure, enhancing the school complex to accommodate increased enrollment and expanded curricular and co-curricular programming. The Academy has been named a Blue Ribbon School of Excellence by the U.S. Department of Education. Most recently, the school has embarked on its largest fundraising campaign to date with more than \$10 million dollars raised. In 2020, St. Joseph's Academy completed and opened more than 23,000 square feet of campus enhancements at a cost of \$7.5 million including the new *Weidert Center for Integrated Science* and the *Sisters of St. Joseph Humanities Hall*. The new Weidert Center features 12,000 square feet of renovated and upgraded science, engineering, and technology lecture and laboratory spaces on the third floor of the main school building. The *Expect More Capital Campaign for Every Girl* is supporting long-range plans to renovate and upgrade HVAC, windows, and other instructional areas including a new Visual Arts Center and Studios on the school's second floor which has been re-named The Sisters of St. Joseph Humanities Hall. A new Campus Ministry Center on the first floor puts St. Joseph's Academy at the forefront of collaborative faith-filled learning. These projects include another 11,000 square feet of renovation.



## THE SCHOOL

With its motto, “Not I, But We,” St. Joseph’s Academy has a long and impressive history of encouraging young women to examine their hearts, understand their emotions as powerful gifts, and discern the way to use these gifts for good. Throughout all aspects of school life, SJA acknowledges the uniqueness of each individual and strives to nurture the integrity and autonomy of its students.

At the heart of this forward-looking program are the Academy’s Core Values: a balanced approach to developing the whole woman; a focus on leadership and influence through action; a commitment to excellence in all areas; a call for spiritual courage and confidence; and a focus on cultivating intellectual distinction and the desire to serve.

Mirroring these values are the key outcomes the school desires of all students: a respect for the spirituality of all cultures; intellectual curiosity that will lead to lifelong learning; intellectual leadership that motivates each student to be tenacious and responsible learners; a deep sensitivity to other cultures; the interpersonal skills needed to work with others; and the development of the values and skills needed in discerning the ethical and moral use of knowledge.

St. Joseph’s Academy is committed to diversity, equity, and inclusion by inviting its community to recognize and acknowledge that all people are created in the image of God with each person bringing unique gifts to the community. As a community, the school engenders empathy, understanding, and curiosity to develop a deeper awareness of equity and inclusion. Each year, a number of initiatives for the faculty, staff, and student body — including book discussions, professional development, DEI training, heritage month celebrations, and leadership opportunities — ensure the school continues to enhance the depth and breadth of its DEI journey.



The overall result is a school that prepares young women well — through the faith life, liberal arts, a superior STEM program, a celebration of diversity, and a focus on academic and social-emotional skills — for success in college and life beyond. An intentional approach for incorporating the legacy and charism of their founders, the Sisters of St. Joseph of Carondelet, is alive and vibrant in all aspects of life at the Academy.

St. Joseph's Academy is a member of the National Catholic Education Association, the National Association of Independent Schools, National Coalition of Girls' Schools, the International Society for Technology in Education, and the Independent Schools of St. Louis College Board.

## ACADEMICS

SJA offers a robust curriculum with a particular focus on developing women leaders. In addition to core classes in English, mathematics, science, social studies, theology, and world languages (French, Spanish, Mandarin, and Latin), students are required to take four electives as well as classes in computer science and engineering, business, fine arts, and physical education. All seniors are required to deliver a Senior Reflection.

## COLLEGE MATRICULATION

Each year, between 99 and 100% of graduates go on to college to pursue every variety of profession, vocation, and avocation. In 2020, 98% of graduates received a scholarship. Graduates from the Classes of 2017-2020 have been accepted to the following colleges and universities, among others:

Amherst College  
Auburn University  
Baylor University  
Boston College  
Catholic University of America  
Clemson University  
College of Charleston  
College of the Holy Cross  
Columbia College  
Cornell University  
Dartmouth College  
Dickinson College  
Franklin and Marshall College  
Georgetown University  
Gettysburg College  
Howard University  
Johns Hopkins University  
Loyola University Chicago  
Marquette University  
Massachusetts Institute of Technology  
New York University  
Northwestern University  
Rensselaer Polytechnic Institute  
Sarah Lawrence College  
Seattle University  
Sewanee: University of the South  
Spelman College  
The College of William and Mary  
University of California, San Diego  
University of Chicago  
University of Colorado, Boulder  
University of Notre Dame  
University of Pennsylvania  
University of Southern California  
Vanderbilt University  
Villanova University  
Wellesley College  
Xavier University



St. Joseph's Academy was one of the first schools in the St. Louis area to integrate technology into student life on a daily basis through a 1:1 laptop program. In 2013, the school began moving toward an increased awareness of STEM careers and opportunities with the formation of the STEM Integration Committee. In 2016, SJA opened its Digital Innovation Space — offering students access to cutting-edge technology to design, create, experiment, collaborate, and solve problems. SJA is the only Catholic girls' school with a dedicated Computer Science & Engineering Department — and the only one to offer four engineering courses. Co-curricular activities, such as the science and math honor societies, robotics, and Earth Angels, among others, provide STEM opportunities beyond the classroom.

All departments (with the exception of physical education and business) offer honors courses. Additionally, students can earn college credit through Advanced Placement, Advanced College Credit (ACC — St. Louis University), and Advanced Credit Program (ACP — University of Missouri, St. Louis).

St. Joseph's Academy has also identified Global Education as part of its current strategic plan. The program is in its initial stages with planned phases progressing over the next few years. The goal is to develop a more globally-focused curriculum, fostering professional mentorship opportunities, and providing outside learning that empowers girls as global citizenship.

## THE ARTS

Consistent with the school's mission, the Fine Arts program provides students with opportunities to develop their artistic passions and talents. The program's overall goal is to cultivate an artistic awareness of the world around them through creativity, abstract and analytical thinking, and self-expression.



In the visual arts, students work in drawing, painting, printmaking, ceramics, photography, and graphic design. Students in grades 11 and 12 can take an art history course covering major movements of the 20th and 21st centuries. Dedicated art students can also dive deeply into their work through the Honors Art course and an independent study program.

The music program is designed to expand students' aural and instrumental skills and introduce them to music history and theory. Students can choose to join the Instrumental or Handbell Ensembles or perform with the choir. Beyond the school boundaries, St. Joseph's Academy singers and musicians consistently earn top honors in the competitive arena.

The theater program provides opportunities for students to discover their talents and grow in confidence. Professional-quality productions are staged twice a year — a musical in the fall and a drama in the winter. The performing arts also includes a highly active dance program.

## ATHLETICS

St. Joseph's Academy is proud to hold more state championship titles than any other high school in Missouri. Since its first state title in 1975, the Angels have won a total of 59 State Championship titles in a variety of sports and more than 20 individual state crowns. In 2005, the program was named by *Sports Illustrated* as the Best High School Athletic Program in the State of Missouri. Countless students have garnered college athletic scholarships.

The Academy's primary goal in each athletic endeavor is to win with honor, dignity, and class. More important, win or lose, is to build character, instill values, and develop leaders. All 12 varsity teams



*where the coffee is strong and so are the women*



this past year exceeded Missouri State High School Activities Association (MSHSAA) scholastic achievement standards of a 3.4 grade point average or higher. The average GPA of a St. Joe scholar athlete is 3.9.

Team sports include field hockey, volleyball, golf, tennis, cross-country, softball, basketball, racquetball, swimming and diving, soccer, lacrosse, and track and field. The latest sport added in 2020 is esports.

## STUDENT LIFE

With over 50 clubs and organizations, a diverse community, and opportunities for young women to become values-driven leaders, student life at St. Joe is varied and interesting. There are many organizations in which students may hold elected positions, but a student does not have to hold such a position in order to be involved. Clubs include Arts Club, Bocce Ball Team, Diversity Club, Sociedad Honoraria Hispánica, Mandarin Chinese Honor Society, Societe Honoraria Francaise, JoeBotics, Society of Women Engineers, Junior States of America/Model UN, Speech Team, and Youth and Government. The student newspaper and student literary magazine offer additional extracurricular opportunities.

Cup of Joe, the student-run coffee shop which opened in 2016, activated the Academy's entrepreneurial program and provides girls the knowledge to run a business through innovative leadership. Some Cup of Joe students are a members of the Future Business Leaders of America Club. All of Cup of Joe's profits benefit local non-profit organizations, such as St. Martha's Hall, Respect Life Apostolate, and SJA Scholarships. Since 2016, Cup of Joe has earned more than \$18,000 in profits.





Through the sharing of their time, talents and love, each student must also complete a minimum of 152 hours of community engagement during her four years at SJA. More than 90% of students exceed the required service hours, as they see the requirement as more of a profound opportunity than an obligation.

The Campus Ministry program at St. Joseph's Academy focuses on the integral role that faith plays in the development not only of the individual person, but also of the entire school community. Core to the school's values and beliefs, the program offers campus liturgical services, retreats, and service programming. In each of their four years at SJA, students participate in a unique retreat experience.

SJA has many traditions that are important to its community and deeply rooted in its history. Today's students, faculty, administration, parents, alumnae, and alumnae parents are guardians of St. Joe's traditions, protecting a rich heritage. One such tradition is the annual Mission Week where the school's motto becomes a lived reality as the community joins forces in raising awareness of and supporting the abroad missions of the Sisters of St. Joseph of Carondelet.

## CAMPUS

St. Joseph's Academy is situated on a spacious, 37-acre campus in the residential Frontenac community of St. Louis, just west of downtown. Updated in 2020, the main school building boasts the newly renovated Weidert Center for Integrated Science, the most comprehensive STEM facility of any Catholic girls' school in the St. Louis metro area. Among the newer facilities are the Sisters of St. Joseph Humanities Hall, a state-of-the-art Performing Arts Center, and top-notch athletic facilities.



## ST. LOUIS, MISSOURI

St. Louis, on the western bank of the Mississippi River, has long been considered the gateway to the American West. But the city offers so much more than its impressive Gateway Arch. In 2019, the population was just over 300,000 — with the greater St. Louis area serving as home to more than 2.8 million. St. Louis has a diverse economy with strengths in the service, manufacturing, trade, transportation, and tourism industries. The city is home to nine of the 10 Fortune 500 companies based in Missouri. It is also home to major research universities, including St. Louis University and Washington University.

Revitalization of the downtown and the emergence of high-tech industries have significantly raised the profile of St. Louis on the list of best places to live. With lots of outdoor space for recreation, a relatively low cost of living, and more than 30 colleges and universities in the region, St. Louis is carving out a new name for itself as a vibrant, family-friendly city with a historic past and promising future.

St. Louis has two professional sports teams, Major League Baseball's St. Louis Cardinals and the National Hockey League's St. Louis Blues. In 2019, the city was awarded a Major League Soccer franchise, which will begin play upon the completion of a 22,500-seat stadium in the city's Downtown West neighborhood in 2022.



## OPPORTUNITIES AND CHALLENGES

As discussed throughout this document, St. Joseph’s Academy is a premier, high performing all-girls’ Catholic school with an outstanding history of distinction and service to the local community. So much of the uniqueness of St. Joseph’s Academy rests in the word “Community.” The faculty and staff, students, parents, alumnae, and Board of Directors embrace the relationships, partnerships, and friendships that are formed by being a member of the SJA community. The “Not I, But We” motto truly exemplifies the culture and spirit of the school and underscores the need for the next President to be mindful of its intrinsic power to distinguish the school in this very competitive Catholic educational market.

This is a classic “take it to the next level” leadership opportunity. The Board seeks a leader who will respect and honor the past while envisioning new possibilities for fulfilling the powerful CSJ mission and traditions of the school. In particular, the following opportunities and challenges will be important for the next President to address:

- Working with the Board of Directors to develop strategies that will enhance fundraising and friend raising in the community.
- Embracing diversity at all levels and courageously defining what it means at SJA.
- Leading opportunities for students and faculty to make a profound impact in the community and the world.
- Building a trusting, warm, and collegial community within the school and with SJA alumnae.
- Assisting efforts to create a smooth transition of sponsorship from the Sisters of St. Joseph.
- In partnership with a dedicated faculty and staff, leading bold efforts to enhance the quality of the student experience in all facets — academic, spiritual, athletic, and community.



## DESIRED QUALITIES AND QUALIFICATIONS

The school operates in the President/Principal Leadership Model. In this increasingly popular leadership structure, the Principal reports to the President and is responsible for day-to-day academic operations, which frees up the President to be the outward facing “institution builder” — the vision-setter, the fundraiser, friend raiser, and public champion of the school’s powerful CSJ Catholic values. As such, the Board of Directors seeks a dynamic and mission-driven servant leader who will use the privileged platform of his/her presidency to raise the profile and powerful value proposition of the school in the community and to acknowledge and affirm the excellent work of the faculty and staff.

To qualify, you will need to be a practicing Catholic with a proven track record of success and passion for mission. The Board welcomes candidates from other Catholic or independent schools as well as accomplished executives from other mission-critical career venues such as higher education; non-profit foundations, associations, charities, and the like; or the corporate, civic, and professional services arenas. While knowledge of education and school operations is preferred, other qualities and experiences will also be greatly valued, especially visionary, entrepreneurial leadership and the ability to inspire, lead a high-performing team, and create demand for the extraordinary gifts of a St. Joseph’s Academy education.

This is a rare opportunity for a faith-filled leader seeking an opportunity to lead a premier institution at an exciting time in its history.



## 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 list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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