



**MERCY**  
**HIGH SCHOOL**  
— **BALTIMORE** —



**Position Statement for  
Principal  
Mercy High School  
Baltimore, Maryland  
July 1, 2021**

**RG 175**

Change as Opportunity



### THE OPPORTUNITY

Mercy High School, a private, Catholic, International Baccalaureate World School educating approximately 420 girls of diverse backgrounds, sponsored by the Sisters of Mercy, is seeking a Principal to join a dedicated leadership team in July of 2021. The school serves families from Baltimore and across central Maryland. The community reflects a commitment to excellence, hospitality, service, justice, and compassion.

The next Principal of Mercy will be an exceptional academic leader who will guide Mercy's continued growth and lead the school to the next level of excellence. The Principal will promote the Catholic educational development of the school's faculty, staff, and students, reflecting the school's Catholic, Mercy identity. The Principal will also continue mission-centered efforts around equity and inclusion to intentionally nurture a welcoming school environment. This faith-focused administrator will serve as a community leader, fostering a climate of well-being and engagement, and be a role model, embodying the creative and forward-thinking direction of the school.

At Mercy, the Principal inspires and leads an academic team that includes the following areas: mission and identity formation; academic and student affairs; college counseling, guidance and student services; information technology; library services; and academic records. The Principal supports the President, and works closely with her on major decisions and strategic issues that impact the school. The Principal partners with the other members of the leadership team around critical areas, including enrollment management, budget, communications, and technology. This strong and experienced leadership team works collaboratively and creatively to move forward the strategic priorities of the school.

The school has fully embraced the IB Middle Years Programme program in ninth and tenth grade. The next Principal will expand IB into the upper grades. The community is excited to embrace the curriculum and approach of the Diploma Programme. Supported by a team of talented academic leaders, the next Principal at Mercy will continue to strengthen the academic program and, in doing so, raise the bar for the college counseling program. Beyond academics, the next Principal will be a thoughtful listener who can embrace student perspectives and navigate conversations around a variety of diverse, age-appropriate topics and concerns. Of course, it is critical that the Principal be an energetic and enthusiastic faith leader who can continue the positive momentum of the school while keeping the community focused and rooted in Catholic values.



### MERCY HIGH SCHOOL

Since 1960, Mercy High School has prepared more than 8,000 Mercy Girls to become the Women of Mercy our world needs.

Sponsored by the Sisters of Mercy of the Americas, Mercy High School has a mission that calls for “an environment where young women form habits of lifelong inquiry, critical thinking and courageous action in a global society.” Indeed, a Mercy education is designed to promote intellectual curiosity and a lifelong love of learning. Reflecting our mission, Mercy is an International Baccalaureate (IB) World School offering the Middle Years Programme (for grades 9 and 10)—the only Catholic girls’ school in the Archdiocese of Baltimore to offer this prestigious program. Rigorous academics, meaningful service opportunities, faith formation, robust fine arts programming, competitive athletics, and cherished traditions are all hallmarks of a Mercy education.

In the early 1980s, Mercy introduced the Catherine McAuley Honors Program, with its advanced academic offerings and distinctive opportunities, and the Mentor Program, a career exploration program for juniors. Additional signature programs have emerged more recently: Women in Medicine *in partnership with* Mercy Medical Center, Project Lead the Way Biomedical Sciences, the Sister Agnese Neumann Scholars Program *in partnership with* MedStar Good Samaritan Hospital, the Women in Technology program, and the Law and Social Action program. A highly regarded dance program, choral and instrumental offerings, lively theatre productions, and a four-year visual arts program offer Mercy students robust opportunities to explore the fine arts. Mercy Magic athletics challenge students to compete at high levels and contribute to school spirit.



### SIGNATURE PROGRAMS

Beyond a rigorous liberal arts education, Mercy offers signature programs for girls who want to explore more deeply specific areas of study. For students with a special interest in law, science, medicine, technology, performing arts (dance, vocal, instrumental, theater), or visual arts, Mercy’s signature programs offer unparalleled opportunities for in-depth study.

Signature programs at Mercy include:

- Law and Social Action
- Women in Medicine *in partnership with* Mercy Medical Center
- The Sister Agnese Neumann Scholars Program *in partnership with* Medstar Good Samaritan Hospital
- Project Lead the Way Biomedical Science
- Women in Technology
- Dance Troupe and Apprentice Dance Program
- Visual Arts



The heart of the academic experience is a liberal arts, college preparatory program delivered in an environment which fosters creativity, thoughtfulness, and an awareness of an individual's responsibility to the greater community. Providing personalized attention to each student's needs through the challenges of high school is a focus for the faculty. A four-year seminar program with a college counseling strand encourages students to explore college choice early and broadly.

The investment families make in a Mercy education is realized in many ways. Last year, 76 graduating seniors received more than \$14 million in merit scholarships. Mercy

graduates continue their education at a range of excellent colleges and universities, preparing for lives of service and leadership in Maryland and beyond.

## STUDENTS AND STAFF

In a competitive Baltimore public and private school market, Mercy's enrollment is enjoying steady growth. Mercy draws students from the greater Baltimore area as well as across Maryland and into southern Pennsylvania; in a typical year, students hail from more than 60 zip codes. The student body is diverse in religion, race, middle school background, and socioeconomic circumstance. A deep commitment to ensuring that every Mercy Girl is "known, cherished, and loved" is a lived reflection of our Mercy, Catholic values and a key institutional priority.

*A Mercy Girl is: generous, compassionate, and respectful; smart, inquisitive, and hard-working; open-minded, well-rounded, and thoughtful; proud of herself, proud of her friends, and proud of her school; has integrity, is passionate, and appreciates all that she has; and is committed to spiritual growth, service to others, and justice in the world.*

In the 2020-21 academic year, Mercy's faculty and staff of 81 dedicated professionals led the girls through a rigorous and robust academic program.





### COMMUNITY VALUES

- Compassion and Service
- Educational Excellence
- Concern for Women and Women’s Issues
- Global Vision and Responsibility
- Spiritual Growth and Development
- Collaboration

Mercy High School believes: consistent with the Mercy tradition, every person is unique and valuable, made in the image of a loving God; that all members grow and become their best selves through personal reflection, relationships and a generous response to the needs of others; and that a strong academic program is an excellent foundation for a woman’s success.

For the talented girls who attend Mercy, the community desires that each one: graduate well-prepared, both academically and personally, to challenge and shape the world; live a life of meaning, balance and joy; adopt a global vision, recognizing each person’s responsibility to promote justice, peace and care for the planet; and deepen their understanding of personal faith and to embrace a spiritual dimension as central to a well-lived life.

### CAMPUS

Mercy’s 26-acre wooded campus sits just within the northern borders of Baltimore City, south of Towson, a vibrant hub and a “college town.” A main academic building (1960) at the center of campus is home to the university-level Dorothy Williams Bunting Science Center (2012), featuring five laboratories, faculty offices, and prep rooms. The building’s remaining classrooms were completely renovated in 2018, creating a bright, comfortable environment for teaching and learning. Modern, flexible learning spaces and technology support the student-centered focus of the International Baccalaureate and have allowed Mercy to respond to the new requirements of the pandemic. The Sister Marie Foley College Counseling Center, a spacious library, and two computer labs offer ample resources for student exploration and research.

On the western edge of campus sits The Harry and Jeanette Weinberg Auditorium (2003). A fine arts center with a 660-seat auditorium, black box theater, digital piano lab, dance studio, choral arts room, and classrooms and practice spaces, The Weinberg Auditorium offers professional spaces for Mercy’s robust theater, music, and dance programs. At the center of campus is a spacious and bright gymnasium. To the east is the Sisters of Mercy Athletic Complex (2019), a two-field complex that includes the Sisters of

Mercy Field, a state-of-the-art AstroTurf surface, and the Mary Anne Heckwolf ’66 Field, a multi-sport natural grass field. A digital video scoreboard and nighttime LED lights on the Sisters of Mercy Field are the only such features at Baltimore-area girls’ schools. Championships in lacrosse, indoor soccer, and golf, and a nationally ranked soccer team in the 2019 season attest to the strength of Magic athletics.





## BALTIMORE

Mercy High School is located in Baltimore, the largest city in Maryland with a population of approximately 600,000. The larger Washington-Baltimore area has an estimated population of more than nine million. An international airport and a busy Amtrak train hub make travel to other parts of the East Coast and beyond convenient. Washington, D.C., Philadelphia, and New York City are all within easy reach of Baltimore.

A city rich in history, Baltimore was the center of the first Roman Catholic diocese in the United

States and is home to two Catholic colleges, a Catholic seminary, and a network of high-quality Catholic schools—both parochial and independent. The Sisters of Mercy have ministered in Baltimore since 1855, and their sponsored/co-sponsored ministries in the area include Mercy Health Services, Marian House, and Sisters Academy.

Baltimore is home to major cultural institutions, including The Walters Art Museum, the Baltimore Museum of Art, the Reginald F. Lewis Museum of

Maryland African American History and Culture, the National Aquarium, and the Maryland Science Center. A lively theater and music scene offers plenty of choices for every taste. The Baltimore Orioles play here at Oriole Park at Camden Yards and the Baltimore Ravens play next door at the M&T Bank Stadium. Maryland is known as “the land of pleasant living,” and beautiful farms, Atlantic beaches, and majestic mountains are within easy driving distance of Baltimore.



## RESPONSIBILITIES

- Leading the community in creating a dynamic and faith-filled learning environment that reflects the Mercy values of excellence, hospitality, service, justice, and compassion and the Critical Concerns of the Sisters of Mercy.
- Serving as the academic leader of the school, directly responsible to the President for the development, management, and operation of the academic, co-curricular, and formation programs.
- Recruiting, mentoring, evaluating, and retaining a first-rate faculty and providing a vibrant program of professional development activities to them.
- Championing the continued implementation of the International Baccalaureate Middle Years Programme and the eventual authorization of the International Baccalaureate Diploma Programme, a key priority of the school's strategic plan.
- Partnering with families in the development of their daughters' full potential.
- Working collaboratively with the leadership team to support the strategic direction set by the board of trustees.
- Continuing strong relationships with the leadership of the Mercy Education System of the Americas, the Association of Independent Maryland and DC Schools, and the Archdiocese of Baltimore Catholic schools.
- Maintaining a working knowledge of and familiarity with the State of Maryland educational standards and requirements, including annual reporting, as well as the annual reporting requirements of the Mercy Education System of the Americas and the Association of Independent Maryland and DC Schools.



### QUALIFICATIONS

- A practicing Catholic who is passionate about Catholic education and its transformative nature.
- An exceptional educator with a deep knowledge of best pedagogical practices and an appreciation of diverse cultures.
- An experienced teacher with a strong understanding of adolescent girls and how to effectively advise and motivate them.
- An inspiring role model who is dedicated to building an inclusive community where every Mercy Girl is “known, cherished, and loved.”
- An effective communicator who understands the complex challenges facing today’s families and partners effectively with them.
- An enthusiastic leader who encourages in faculty, students, and families a passion for *Mercy Magic* and the development of each *Mercy Girl*.
- A creative problem solver with a keen work ethic and a high degree of patience to push through challenges.
- A kind, approachable, visible, and compassionate administrator.

### TO APPLY

Candidates interested in applying for the Principal role may apply online at: <https://rg175.com/candidate/signup>

The application includes:

- Letter of Interest
- Resume
- Personal Statement
- List of Five References with Contact Information

Deadline for receipt of full application materials: **Monday, March 1, 2021**

If you have any questions about the search, please contact Adam Peichert of Resource Group 175 who is overseeing the search at: [adam.peichert@rg175.com](mailto:adam.peichert@rg175.com)

Thank you for your interest in Mercy. We look forward to hearing more about your interest in this rare opportunity for an outstanding educator.

*Mercy maintains a strict policy of nondiscrimination in regard to employment. All aspects of employment at Mercy are governed on the basis of competence, merit, and qualifications, and will not be influenced in any manner by race, color, religion, sex, age, national origin, ancestry, veteran’s status, disability, or any other classes referred in applicable state and federal laws.*