



**MERCY HIGH SCHOOL
BALTIMORE, MARYLAND**

*An International Baccalaureate World School
Sponsored by the Sisters of Mercy of the Americas*

**SEEKING A HIGH SCHOOL PRINCIPAL
TO BEGIN JULY 1, 2021**

MERCY HIGH SCHOOL: PAST AND PRESENT

Since 1960, Mercy High School, an independent, Catholic, college preparatory high school for girls, 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.

An inaugural faculty of creative and committed Sisters of Mercy led by a visionary founding principal set a standard of excellence and innovation that continues to the present day. 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.



On the left: the class of 1964 climbs the front steps for the first day of class in September 1960.

On the right, the class of 2019 recreated the iconic photo.

In a competitive public and private secondary school landscape, Mercy’s enrollment is enjoying steady growth. Mercy draws students from the greater Baltimore area and southern Pennsylvania; in a typical year, students hail from more than 60 zip codes. Our 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.

In the 2020-21 academic year, our faculty and staff of 81 dedicated professionals educate 427 Mercy Girls. The investment our families make in a Mercy education is realized in many ways. Last year, our 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. Our Mercy community today includes more than 8,000 alumnae, together with past parents and a network of generous friends and supporters.



Our graduates report that they are well prepared for the rigors of college study. Personal focus with a global perspective is a hallmark of a Mercy education.

AN EXCEPTIONAL ENVIRONMENT FOR GIRLS TO LEARN, PRAY, AND GROW

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 state-of-the-art 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 student desks 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.



The Mercy High School campus sits at a major intersection, with easy access to I-83 and 695. Over the last decade, our campus facilities have been renewed and expanded.

MEMBERSHIPS AND ACCREDITATIONS

Mercy High School is an authorized International Baccalaureate World School offering the Middle Years Programme. Sponsored by the Sisters of Mercy of the Americas, Mercy High School is a member of the Mercy Education System of the Americas (MESA), a network of more than 50 Mercy-sponsored schools in the United States, Jamaica, Honduras, Belize, Argentina, Philippines, and Guam. Mercy is also part of a global network of nearly 200 Mercy schools. Mercy is accredited by the Association of Independent Maryland and DC Schools (AIMS) and by the Middle States Association of Colleges and Schools. Mercy is a founding member of the Interscholastic Athletic Association of Maryland (IAAM).

ABOUT BALTIMORE, MARYLAND

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.

THE NEXT ACADEMIC LEADER FOR MERCY HIGH SCHOOL

Mercy High School seeks 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 important efforts around equity and inclusion to intentionally nurture a welcoming school environment. The ideal candidate will serve as a community leader, fostering a climate of well-being and engagement, and serve as a role model, embodying the creative and forward-thinking direction of the school.



“No work of charity can be more productive of good to society... than the careful instruction of women since whatever be the station they are destined to fill, their example and advice will always possess influence.”

Catherine McAuley
Foundress
Sisters of Mercy

Left: A bronze statue of Catherine McAuley by Gael O'Leary, RSM, of New Zealand, in the Oakey Lobby of The Harry and Jeanette Weinberg Auditorium, is a visible reminder of our Mercy heritage and global network.

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 reports to 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. A strong and experienced leadership team works collaboratively and creatively to move forward the strategic priorities of the school.

KEY RESPONSIBILITIES

The principal is responsible for:

- 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.
- 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.
- 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 MESA, AIMS, 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 AIMS and MESA.



Field Day is a cherished Mercy tradition, with classes competing in categories including dance, song and exercise routines. A trophy and a lifetime of bragging rights are the rewards for the champions!

DESIRED QUALITIES AND QUALIFICATIONS

The principal provides visible leadership for the school's mission, operations, and strategic efforts. The principal is also responsible for the management of academic personnel, including recruiting and supporting highly qualified faculty and staff. The principal ensures the ongoing development of rigorous academic standards. The principal works collaboratively with the leadership team and is an integral part of the planning, managing, and monitoring of the annual budget.

Experience as a teacher and principal in a private school setting is preferred and an advanced degree is required. The ideal candidate will be:

- 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.

A comprehensive benefits package, including assistance with relocation expenses, is available.



A robust fine arts program helps Mercy Girls develop a lifelong appreciation for the arts. Curricular and co-curricular offerings are growing rapidly to meet student interest.

TO APPLY

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A thoughtful, targeted cover letter expressing interest in this particular position;
- A current résumé;
- A statement of educational philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate's permission).

Application materials should be submitted to search@mercyhighschool.com. Application materials are due **January 4, 2021**.

Many thanks for your interest in Mercy High School.



The dedication of our state-of-the-art Sisters of Mercy Athletic Complex in October 2019 was just one of the many tangible outcomes of “Mercy Moving Forward,” the school’s ambitious strategic plan. The next principal will help shape the next chapter of strength and success for Mercy High School.