



**PRINCIPAL
SEARCH**

[Allsaintsdallas.org/principal](https://allsaintsdallas.org/principal)
Start Date: July 2023

7777 Osage Plaza Parkway Dallas, Texas 75252

Our **Philosophy**

At All Saints Catholic School,
we believe each child should become
the person God intended him or her to be.

We partner with parents and community leaders to
develop the unique God-given gifts and capabilities of
each student, so they may be used in the best possible
service of others and in the fulfillment of the
mission of the Church Universal.

We do this by a commitment to excellence.
By the time a student graduates from All Saints
Catholic School, they will have achieved:

E X C E L L E N C E I N
Faith Academics Service Character



Welcome to
**ALL SAINTS
CATHOLIC SCHOOL**



As we begin our search for our next Principal, I know you are also in a season of discernment, searching for where God is calling you to serve. From my own experience, I am confident that All Saints is a community unlike any other. We pride ourselves on knowing every member of our community and pursuing excellence in everything we do. We pray fervently and work hard, all while surrounded by our All Saints Family.

I hope the following pages give you an initial introduction to our community. We are searching for a highly qualified candidate, but just as important is the mission-fit with our community. That is what makes All Saints unique, and that is what will determine our next Principal.

Know of my prayers for you during this process. I look forward to meeting many of you soon.

ALL SAINTS CATHOLIC SCHOOL

Colin Campbell

COLIN CAMPBELL

President

ACADEMIC *Then and Now* EXCELLENCE

Founded in 1998 ASCS now has approximately 330 students enrolled in PreK3-8. With classes capped at 20 students and only two classes per grade, the small school feel bears fruit in individual attention and personal connections. With an annual tuition of about \$9,500 ASCS currently employs approximately 40 staff members including faculty, aides, administration, a school nurse, a school counselor, and more.

Three Time
**NATIONAL BLUE
RIBBON SCHOOL**

Only 5
PRIVATE SCHOOLS
IN TEXAS SHARE
THIS HONOR



Over
GRADUATES

- 100% are accepted to the high school of their choice
- Consistently ranked at the top of their high school class
- Excel at the nation's top universities
- 9 high school valedictorians and salutatorians in the last 8 years

MISSION *Statement*

All Saints Catholic School exists to instill the values of faith, family, and education in a challenging academic environment with the Catholic Church as the foundation and Christ as the model.





All Saints CATHOLIC CHURCH

ASCS is a ministry of All Saints Catholic Church. Though not located on the same physical campus, much progress has been made in deepening the relationship between Parish and School. Over 70% of families who attend ASCS are parishioners at All Saints Catholic Church.

ASCS *Governance*

ASCS is a parochial Catholic school under the Catholic Schools Office in the Diocese of Dallas. Under the vision of the Pastor, the school works to serve its families and students every day. A School Advisory Committee made up of parents and parishioners advises the President and School Leadership on key strategic decisions, and a School Finance Council provides financial oversight for annual budgets and significant expenditures throughout the school.

President- PRINCIPAL MODEL

ASCS recently adopted the President-Principal Leadership Structure. The President serves as the Chief Executive Officer of the school and has primary responsibility for institutional advancement, finance, facilities, enrollment, and long-range strategic planning. The Principal shares the responsibility of Catholic identity and mission for their school along with the President. The Principal is charged with hiring and evaluating the faculty and designated staff, implementing a comprehensive curriculum, supervising instruction, student formation, program evaluation, staff development, and implementing programs that meet accreditation requirements.



EXCELLENCE IN *Faith*

Our primary goal is for students to develop a strong personal relationship with Jesus Christ. The highlight of each week is our school Mass where the entire community gathers together in joyful celebration. Throughout their years, our students learn that faith and reason go hand-in-hand - they know, defend, and share their faith as they explore the world.



EXCELLENCE IN *Academics*

At All Saints Catholic School, our passionate educators inspire with the knowledge that goes beyond the classroom. We prepare students for life by incorporating real-world connections into every aspect of the curriculum. Our students become engaged, confident learners who see the real-world applications of what they are studying.



EXCELLENCE IN *Character*

We are committed to forming students who are well-rounded young women and men of God with exemplary character. Our education focuses just as much on *who you are becoming* as on *what you are learning*. Our Virtues in Practice program, along with intentional events such as Veterans Day, Culture Heritage Days, and full-class retreats, ensure that our students graduate as well-formed citizens of the world.



EXCELLENCE IN *Service*

Our Catholic faith encompasses the entire human experience. What we profess in our Creed is only meaningful if it is manifested through our actions. The real-world application of our Catholic faith is a life of service. Every class in our school takes on a dedicated service partner each year so that our students emerge ready to fully embrace their role as the servant leaders God has called them to be.



THE *Position*

Job Summary

The Principal fulfills the mission of the ASCS by serving as the spiritual, educational, and managerial leader of the school. The Principal is charged with the implementation of the philosophy, mission, objectives, and the day-to-day management of the school. The Principal is responsible for the professional effectiveness of the staff, the educational progress of the students, as well as the relationship within the entire school community. The Principal is hired in collaboration with the Diocese of Dallas and the President. The Principal reports to and is evaluated by the President.

Professional Attributes

- Minimum of a Master's Degree in School Administration, Educational Leadership or a related field
- Minimum of five years of experience as a classroom teacher
- Minimum of three years of administrative leadership experience with significant experience observing and supervising faculty
- Significant experience with curriculum development and implementation preferred
- Successfully complete all necessary criminal background and reference checks
- Complete Diocese-sponsored Safe-Environment Training upon hire

Essential Duties

- Supports and upholds the philosophy of Catholic education and the mission of the school
- Acts as a witness to the Gospel values by modeling the teachings of the Catholic Church
- Identifies and effects needed change for school improvement
- Ensures the implementation of a comprehensive curriculum through the use of a variety of pedagogical strategies
- Supervises instruction and evaluates the overall effectiveness of the academic program
- Promotes Catholic identity within the school through liturgical celebrations, faith development, integration of Gospel values, and the practice of Christian service
- Oversees ongoing orientation and staff development in both educational and faith development of faculty and staff
- Participates in the preparation of the annual school budget with the President and supervises expenditures in assigned categories
- Collaborates with the President to develop long-range strategic planning and establish goals for school effectiveness
- Collaborates with the President on calendar development, operational policies, and school safety
- Hires, supervises, and evaluates all faculty and assigned staff according to Diocesan guidelines
- Maintains current and accurate records according to diocesan and school policy
- Maintains a work schedule that maximizes availability to the school, students and staff
- Promotes healthy staff morale and professionalism

Personal Attributes

- A Catholic in good standing with the Magisterium with a commitment to ongoing formation in catechetical and spiritual leadership development
- A proven ability to maintain and enhance academic standards
- An effective communicator
- A personality that connects with our students and their families

How to Apply

Closing date for submitting applications is currently set for April 10, 2023. Interested applicants should send a letter of interest, résumé, statement of educational philosophy, and a list of five (5) references with all contact information to karen@educationgroup.com or allison@educationgroup.com. For further information about the position and application procedures, please contact the School's search consultants at the addresses below.



Karen A. Drawz, Search Consultant

The Education Group
karen@educationgroup.com
214.535.7093

Allison Lorimer, Search Consultant

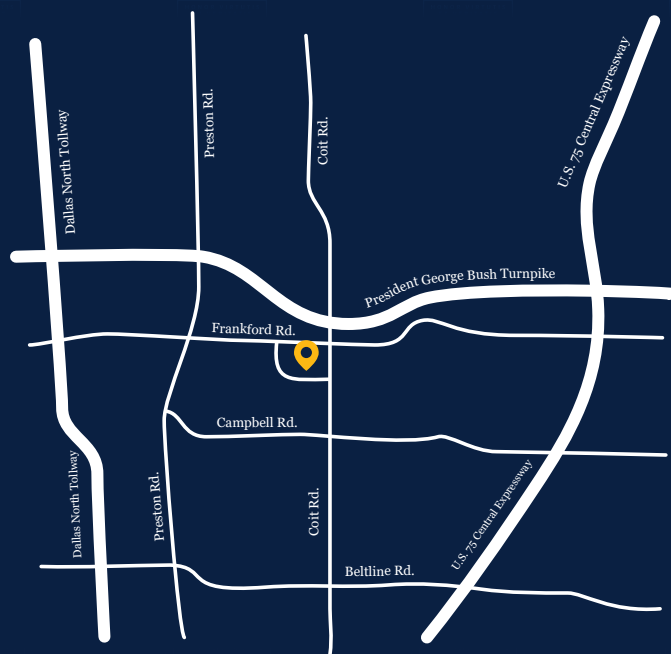
The Education Group
allison@educationgroup.com
214.587.3694

Priorities

ASCS has experienced remarkable growth over the previous few years. Our new Principal needs to continue to pursue academic excellence, sharpening the quality of the educational experience for our students and leading our faculty and staff. Other priorities include maintaining and deepening our Catholic identity, as this is what many of our new families are searching for in a school. The Principal is a critical member of the ASCS and will need to immerse him/herself into our All Saints Family quickly. ASCS always looks for opportunities to improve the student experience. Currently, there opportunities to expand support of students with various learning styles and needs and enhance our athletic and extracurricular offerings.

How our community describes what makes All Saints Unique

Catholic **Nurturing Faith**
Caring **Small** **Rigorous** **Family Home** **Strong**
Faith **Community** **Family**
Home **Excellence** **Academic**
Strong **Family** **Home** **Caring** **Rigorous**



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