



CRISTO REY
DALLAS COLLEGE PREP

President Search

Late Fall 2020

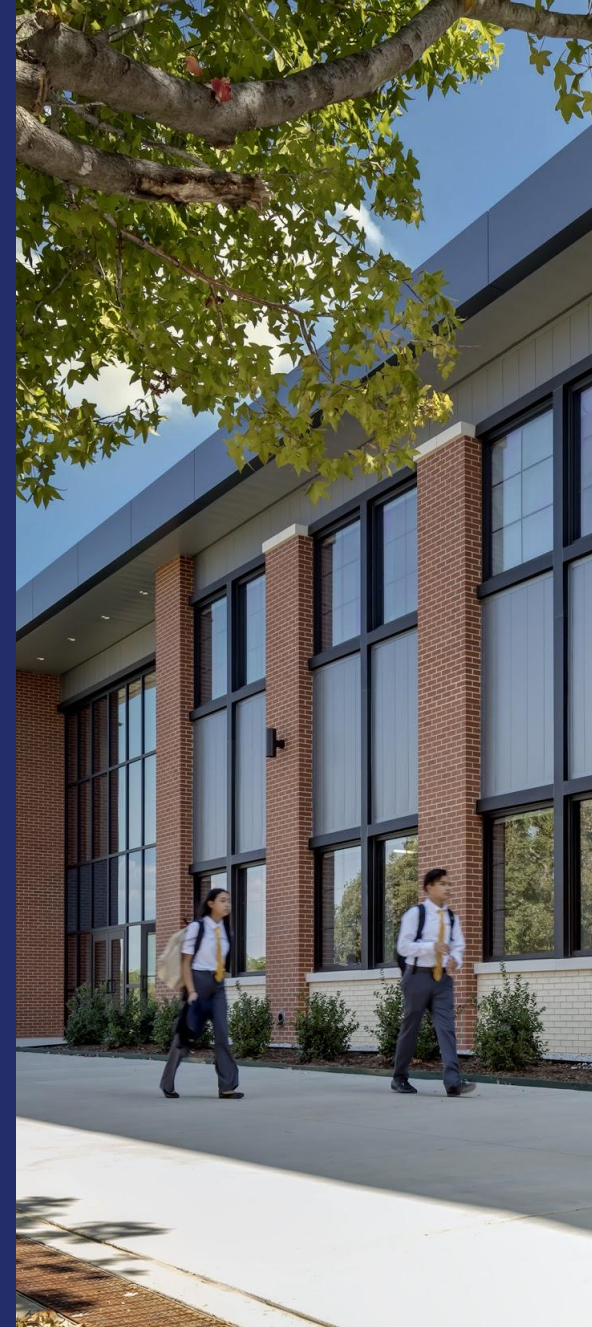
Cristo Rey Dallas College Prep

1064 N. St. Augustine

Dallas, TX 75217

(469) 844-7956

www.cristoreydallas.org



**The
Education
Group**

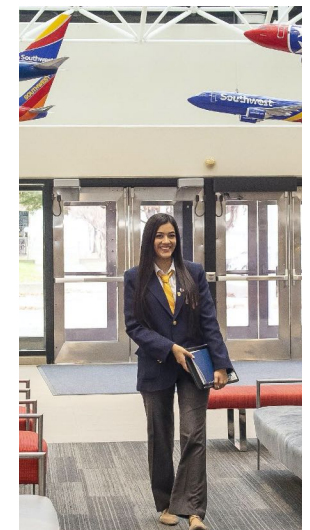


MISSION STATEMENT

Cristo Rey Dallas College Prep is a Catholic, college preparatory school for students of all faiths who cannot otherwise afford a private education. Cristo Rey Dallas nurtures and challenges young men and women to recognize and realize their full potential as they grow to love God, respect others and serve their community. Each student participates in the Corporate Work Study Program (CWSP) which offers a weekly work study experience for all four years.

OVERVIEW OF CRISTO REY NETWORK

Over twenty years ago, the Rev. John P. Foley, S.J. pondered a difficult problem: how to provide a private college preparatory education for low-income students with limited resources. He believes the answer came to him from God in the form of a consultant who asked, ***“What if every student got a job?”*** This idea was the seed of Fr. Foley’s powerful concept that turned into the Cristo Rey Movement. Since then, Cristo Rey has grown from a single school in south Chicago to a national network of 37 schools across 24 states where every student takes a full course load of college preparatory coursework, as he or she participates in a four-year Corporate Work Study Program to fund the majority of their tuition. More than 18,000 students have graduated since the first school opened in 1996.



Milestones



“Protect the Dream”



SCHOOL HISTORY

As one of eight Catholic high schools in Dallas, Cristo Rey Dallas College Prep has become a rising star in six short years. With a vision to increase access to affordable, quality, college preparatory education for high school students from families of limited income, philanthropic leaders in the Dallas community set out to make the dream of a neighborhood school a reality. Armed with an innovative approach to education and a clear mission established by the Cristo Rey Network, they aimed their sights at the Pleasant Grove area. It had the desired neighborhood feel and the need was apparent. In spring 2013, a feasibility study was launched to determine the proposed school's projected success.

The results far exceeded all benchmark numbers in Cristo Rey Network's required categories—fundraising, letters of intent from corporations, and letters of interest from families. Religious support came from the School Sisters of Notre Dame who agreed to endorse the School. Already in the works, St. Augustine School had plans to merge with St. Philip the Apostle School in 2015, affording

the proposed Cristo Rey school a potential campus site. St. Augustine's agreed to lease its school campus to Cristo Rey Dallas, and in June 2015 the elementary school moved out of its buildings. Six weeks later, Cristo Rey Dallas opened its doors to 125 freshmen students.

Today, Cristo Rey Dallas has 475 students who are pursuing a world-class, college preparatory education in southeast Dallas. Of the students who attend Cristo Rey Dallas, 95 percent will be the first in their families to go to college. They will get there through grit, determination, long school days and résumés that prove they are not afraid to work hard for what they want.



First Graduation Video



CLASS OF 2020

100% college acceptance
at 160 colleges and universities
with \$5.2M in merit scholarships.



VISION OF CRISTO REY DALLAS GRADUATE

Guided by the mission and academic vision to prepare students for lives of intellectual and spiritual growth, CRD's graduates will be:

- Faith-filled apostles
- Academic achievers
- Spirited individuals
- Ethical decision makers
- Effective communicators
- Compassionate leaders
- Globally responsible citizens
- Lifelong learners





CAMPUS AND FACILITIES

Cristo Rey Dallas College Prep is currently situated on 5.5 acres located in the Pleasant Grove area of Dallas. Another 4.4 acres has been promised for future growth. In July 2015, plans began on the 33,000-sq.-ft., state-of-the-art and LEED-certified Academic Center. By its second year, CRD had an enrollment of 250 students, outgrowing its original facilities. On September 15, 2017, the new Academic Center was opened. The campaign for a 40,000-sq.-ft. Innovation Center was underway with plans for a 2018 ground-breaking and a 2020 fall opening.

Fast forward to 2020 and the Innovation Center is nearly finished. The School can now vacate St. Augustine's facilities and be housed solely in the Academic Center and Innovation Center. The Academic Center provides 15 classrooms, four science labs, a College Guidance Suite, computer lab, and spaces for teacher planning and academic support. The Innovation Center complements the Academic Center with its three fine arts classrooms and two seminar rooms as well as a counseling suite with four offices and collaboration area. Large spaces

include a chapel, cafeteria, and regulation high school gym that accommodates 600 fans or serves as a gathering space for the entire student body. Locker rooms and a weight room are adjacent to the gym. The Leadership and Development Suite is situated on the second floor directly above the 2,500-sq.-ft. CWSP Suite that houses the Crystal Charity Ball Corporate Work Study Center. This Center is the CWSP's training and management hub and is Ground Zero for CRD's comprehensive ¡Viva! Program.

“

This building will enable us to become men and women of faith, purpose and service. This building will help us graduate ready to succeed in college and in life.”

– Student Body President
about the Academic Center



**THE CORE VALUES
OF CRISTO REY**

We are:
United in Faith
Committed to Academic Rigor
Dependable
Called to Serve
Gracious
Committed to Growth



Cristo Rey Dallas Fast Facts



SCHOOL



Established in:
2015

Endorsement:
School Sisters of Notre
Dame (SSND)

Number of Faculty and Staff:
83 (66% Male; 34% Female)

Corporate Partners:
140

FACULTY



Number of Faculty
31

Teacher-Student Ratio:
1:14

Degreed or Certified:
94%

Average Years of Experience:
86% (More than 5 years)

**Average Years of Experience
at Cristo Rey Dallas:**
81% (2-5 years)

Accreditation:
Cognia (formerly AdvancED)

STUDENT



Enrollment Demographics:

475 Students

58% Female

42% Male

95% Catholic

FOR ME TO BE...

PROGRAMS

Corporate Work Study

The Corporate Work Study Program is the distinguishing factor in a Cristo Rey education. Initially it was created to solve a financial challenge, which it does well, but the benefits extend far beyond the impact on the school's bottom line. Students spend four days a week in the classroom and one day a week working in entry-level corporate jobs in businesses across Dallas County.





CORPORATE WORK STUDY

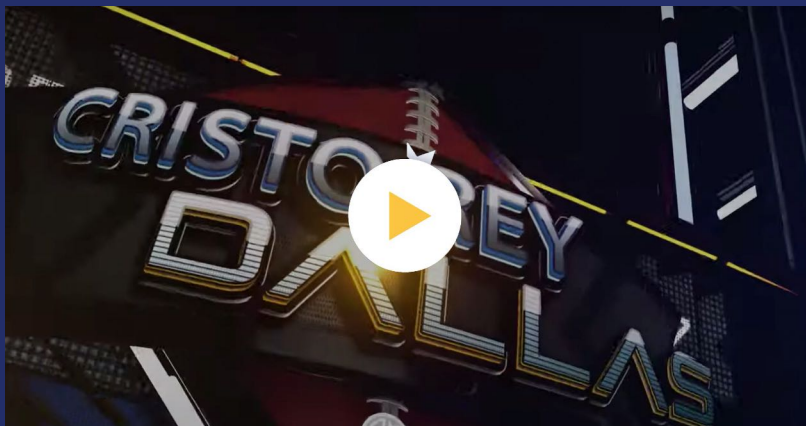
No instructional time is missed due to a unique work-study schedule. Every student works in a professional setting developing the knowledge and skills to prepare him or her for college and the world of work.

The employment partners provide services that range from legal, real estate, technology, banking, health care, food and environmental industries to education and social service opportunities. The School's CWSP partners pay \$32,000, which is paid directly to the School, for a full-time equivalent position that is shared by four students. In this way, the Program enables Cristo Rey students to earn

“Cristo Rey has given me the opportunity of growth and new experiences. We get to work downtown in some of the best jobs that will lead us to great opportunities.” – Student

more than half the cost of their education while, at the same time, these students grow in professional maturity, build a network of advocates, and leave with a résumé that includes some of the city's top companies, firms such as AT&T, Jackson Walker, Burns Controls, CBRE, RealPage, Frost Bank, BCBS, Cornerstone Health, PWC, *Dallas Morning News* and Leon Capital, to name a few.

jViva! is a three-week summer training institute for incoming students that takes place every summer before the academic year begins. All incoming students, whether incoming freshmen or transferring sophomores, are required to participate. *jViva!* prepares incoming students for working in a professional work environment and a challenging academic environment. Following the workshop, the School holds a high-energy event every August called Draft Day. This year is the exception due to COVID-19.



DRAFT DAY

In the style of an NFL sports draft, students are called on stage where they are greeted by their new corporate work partners and presented with company swag.





ACADEMIC PROGRAM

Faculty and staff at Cristo Rey Dallas work to inspire students by providing them with a range of student-centered experiences that appeal to their varied skills and interests. They strive to form students who appreciate the value of knowledge, and they facilitate a journey of self-discovery for each young person. As a result, intellectual and spiritual growth become hallmarks of a student's life.

A longer school day and longer school year allow for this additional learning opportunity in the CWSP. A typical academic day consists of eight 45-minute periods beginning at 8:00 a.m. with morning prayer and that day's announcements followed by a Flex Period that serves a variety of individual and class needs. Classes begin at 9:00 a.m. and end at 3:15 p.m. Because of COVID-19 this year, the School has devised a rotating schedule of virtual and face-to-face instruction with integrated time for CWSP commitments.

As a rigorous college preparatory school, Cristo Rey Dallas College Prep requires 31.5 credits for graduation providing a traditional array of course offerings, including four credits in theology. Included are credits earned through course instruction and the Corporate Work Study Practicum that is satisfied through on-the-job work. Advanced Placement courses are available in English, social studies and history, math, science, theology, and Spanish. Currently, the School's fine arts requirement is satisfied with courses in aesthetic literacy, music, and theater, but fine arts offerings will increase once the Innovation Center opens with its 5,600 sq. ft. of dedicated fine arts space.



STUDENT LIFE

Campus Ministry

Cristo Rey Dallas is a community united and motivated by its Catholic faith. Its Campus Ministry Program serves as the resource that provides programs and events leading toward one specific goal: creating a culture that challenges everyone within the school community to become the best version of themselves.





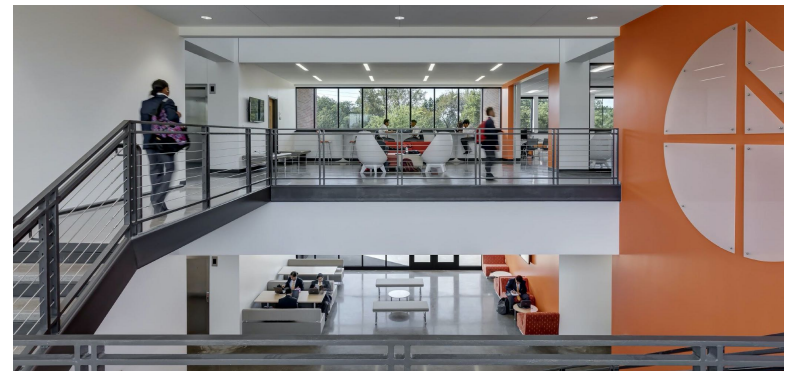
CAMPUS MINISTRY

Daily and community prayer play a major role in school culture. Currently, school-wide Mass is celebrated monthly and on holy days, but with the opening of the Innovation Center's chapel, the expectation is that daily Mass will also be celebrated as priests' schedules are available. Although every member of the school community may not be Catholic, all are asked to be open to prayer and share in communal prayer time together as a full community.

Retreats are not in addition to the education of students but central to it. CRD's retreat program combines the interests of the students, expertise of staff, the guidance of the Campus Ministry Team, and the spirituality of the School Sisters of Notre Dame. At opportune times during the year, every class participates in a one- or two-day retreat built around grade-level themes. Following the Sophomore Retreat and assuming a student is in good academic standing, Cristo Rey Dallas permits students an additional retreat day each year to attend a Cristo Rey Dallas or home parish retreat.

Designed to model collegiate and post-collegiate faith life, the Explorer Retreat Program offers students opportunities to plan, lead, and select from a variety of retreats that align with their personal interests and hobbies.

An attitude of servant leadership is the distinguishing characteristic of a member of the Cristo Rey Dallas community. There are no specific requirements for service hours for graduation because Cristo Rey Dallas expects that students will live lives of service and seize opportunities for service through extra-curricular activities, sports teams, all-school projects, and other experiences. As such, sports teams and extra-curricular clubs organize their own service projects each school year.





COUNSELING AND COLLEGE GUIDANCE

An effective and comprehensive social and emotional counseling program, staffed by licensed professionals, is an innovative aspect of Cristo Rey Dallas. A licensed social worker is also on staff to provide the necessary community resources that any student or family may need. CRD is the only school in the national network that offers a mental health program for each of its students. The college admissions process at Cristo Rey Dallas is viewed as a four-year developmental process that is reflected in the college-readiness curriculum. Students are required to take a grade-level college-readiness course each of their four years.

ATHLETICS

Athletics and physical health are an integral part of supporting CRD's whole-child approach to education. Currently, the School's athletic program consists of soccer, volleyball, basketball, track and field, golf, cheerleading, and rugby with the addition of lacrosse on the horizon. Men's soccer has made early success by making it to the TAPPS semifinals in its first

year, and men's cross-country team finished second in the State Championship. The entire student body participates in daily physical enrichment opportunities, such as yoga, Zumba, weightlifting and flag football.

CLUBS AND ACTIVITIES

A FLEX period during the day affords Cristo Rey Dallas students time to get involved in a club or activity of their choosing. Whether it be student government, STEM, cultural issues, the arts, or just plain fun like ping-pong, the opportunity to become involved is available.



LOCATION

Dallas, Texas

Dallas is a thriving, global city with a diverse economy and vibrant culture. The city is ninth largest in the continental United States and is the main cultural and economic center of the 12-county Dallas-Fort Worth metropolitan area—at 7 million people, it is the fourth largest metropolitan area in the United States. Dallas enjoys an economy based on banking, commerce, telecommunications, computer technology, energy, healthcare, and transportation.





LOCATION

DALLAS, TEXAS

A vibrant educational and intellectual city, the DFW area is home to more than 12 institutions of learning, including Southern Methodist University, Texas Christian University, the University of Texas Southwestern Medical Center, University of Dallas, University of Texas at Dallas, as well as the Perot Museum of Nature and Science and the Holocaust and Human Rights Museum. Four Nobel Laureates live and work among these institutions. It is a city with a large and collegial independent school network as well as an active non-profit and philanthropic community.

Downtown Dallas has undergone an impressive expansion and energized appearance with the Dallas Arts District providing leadership. The Dallas Arts District, the largest contiguous urban arts district in the nation, spanning 68 acres and 19 contiguous blocks, is home to the City's leading visual and performing arts institutions, whose range and depth make Dallas a destination for the arts that is unique in our country. The District is comprised of museums, performance halls, corporate

offices, residences, restaurants, churches and a high school for the performing arts. There are numerous opportunities throughout the Metroplex for family outings—George W. Bush Presidential Library and Museum, Dallas Arboretum, Fort Worth Botanic Garden, the Dallas and Fort Worth Zoos and Dallas Aquarium, to name a few.

Professional sports draw large crowds. The NFL Dallas Cowboys, MLB Texas Rangers, NHL Dallas Stars, NBA Dallas Mavericks, and MLS FC Dallas offer year-round opportunities for spectators. High school and college sports are not far behind when it comes to fan participation and interest. The cityscape is punctuated by multiple skyscrapers and handsome architecture. Iconic buildings include the Reunion Tower, JFK Memorial, and Dallas City Hall, designed by famed architect I. M. Pei. The Margaret Hunt Hill Bridge, with its signature steel arch, expands the Dallas skyline and is a notable landmark to the city's western corridor. As for weather, winters are mild, spring and fall are short, and summers are hot and sometimes humid. Air-conditioning reigns.



Position

Cristo Rey Dallas College Prep is seeking a dynamic and inspirational President to serve as the chief executive officer and spiritual leader of the School. The President (as CEO of the School) is hired by and accountable to the Cristo Rey Dallas' Board of Directors. S/he is the School's visionary leader and principal institutional spokesperson to all school constituencies. The President's leadership team is comprised of the following direct reports: Principal, Chief Operating Officer, Chief Financial Officer, Director of Development, and Director of CWSP. A CWSP External Partnership Consultant is also available to the President. The President must be a practicing Catholic.

CHALLENGES & OPPORTUNITIES

The next President of Cristo Rey Dallas College Prep must embrace the School's mission, strengthen its momentum of growth, and direct a vision that is both inspirational and challenging. S/he will enter an educational environment that is faith-filled, supportive, energetic, and excited for what the future holds. Cristo Rey Dallas begins its sixth year in August 2020 at a crossroads in its young life. It is time for the School to transition from a start-up, rising new star to an established, self-sustaining high school in the Cristo Rey Network of schools. The city of Dallas is ripe with opportunity and resources for Cristo Rey Dallas to succeed.

Priorities for the next President of Cristo Rey Dallas in the next three to five years will include:



Finding solutions to the pandemic's impact on the School's culture, enrollment, programs, and finances



Building an endowment



Retaining and **growing** the CWSP's job partners



Developing and **implementing** a strategic plan



Strengthening the students' total preparation for college success



Creating a more racially balanced school community across all sectors



Requirements and Attributes of the Next President

This position requires the President to be a practicing Catholic with unquestionable integrity who is committed to education reform, particularly for traditionally underserved students. A bachelor's degree is also required.

PROFESSIONAL ATTRIBUTES

The successful candidate will also bring the following desired professional experiences and characteristics:

- Fundraising and/or revenue generating success
- Significant visionary leadership and management experience
- Experience with the hiring and development of high-performing and mission-driven teams of people
- Ability to work collaboratively with key stakeholders to achieve goals

PERSONAL ATTRIBUTES

The Cristo Rey Dallas community desires a President who possesses the following personal qualities:

- Exceptional communication and interpersonal skills
- An ability to engage and inspire a wide range of stakeholders
- Passion and ability to motivate people to support the unique model of a Cristo Rey school
- Critical thinking, problem-solving, organizational analysis, and management skills
- A leader who embodies the Cristo Rey mission



Application Process

Applications will be accepted until the successful candidate is found. Prospective candidates are required to be a practicing Catholic and possess at least a bachelor's degree. Please send the following materials in PDF documents to the search consultants:

-
- Letter of interest specifically addressing this position and school
 - Résumé
 - Statement of executive leadership philosophy
 - List of five references (four professional and one personal) with email and phone contact information as well as a statement with regard to the relationship to the applicant
 - Additional letters of reference are accepted but not required



Karen A. Drawz

karen@educationgroup.com

214.535.7093



Marci M. McLean

marci@educationgroup.com

214.536.7777

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