

President Search profile



Dallas, Texas

The School

Bishop Dunne is a co-ed, Catholic college-preparatory institution located in the Oak Cliff neighborhood of Southern Dallas and provides a well-rounded education for a highly diverse student body in grades 6 through 12.



Mission Statement

Bishop Dunne Catholic School empowers each student to explore, inquire, lead, and serve through a college preparatory education in a joyful community of faith.

History and Catholic Identity

The Bishop Dunne Catholic School began in 1961 when Our Lady of Good Counsel Academy in Oak Cliff, founded in 1901 by The Sisters of St. Mary of Namur, and St. Edward's Academy in East Dallas, founded in 1912, merged into one diocesan-sponsored girls' high school. The school kept the name of Our Lady of Good Counsel until 1963, when it was renamed Bishop Dunne High School in honor of the second Bishop of the Diocese of Dallas, Bishop Edward Dunne. In 1969, the Sisters invited the Brothers of the Sacred Heart to create and oversee a boys' division, establishing the new school as a coeducational institution. The school expanded once again with the addition of a middle school in 2000 and changed its name to Bishop Dunne Catholic School.

While the presence of the Brothers and Sisters has decreased with time, the Catholic faith remains deeply entrenched in the life of the school and the formation of its students. The Sisters of Namur, who believe in spiritual development and educational opportunities for children, especially those living in poverty, continue to guide Bishop Dunne in its mission and Catholic identity, even supporting the students through scholarship funds.



Accordingly, Bishop Dunne students are encouraged to work with their theology teachers to develop strong emotional, physical, and mental spirituality. Theology classes emphasize the importance of fostering a life-long personal relationship with God to be manifest in a responsible and community-oriented lifestyle as adult. Weekly Mass is held on campus, and students often participate as servers, readers, Communion ministers, and ushers. Students are also encouraged to participate in the Campus Ministry's monthly service project. Although Catholic principles guide Bishop Dunne's

teachings, the school is well-known for its diversity, welcomes students of all religious backgrounds, and encourages each child to explore her or his own beliefs.

Academics, Athletics and the Arts

With "Faith As Their Compass," students and administration look to the school's Cardinal Directions -- Explore, Inquire, Lead, and Serve. These cardinal directions promote spiritual growth, academic excellence, athletic teamwork, community service, and cultural appreciation.

With a diverse student body of various socioeconomic backgrounds, scholarship and academics are a priority for Bishop Dunne's faculty and administration. Accredited by the Southern Association of Colleges and Schools, a division of AdvancED, and by the Texas Catholic Conference Education Department (recognized by the Texas Education Agency), the school's college-preparatory curriculum prepares students for admission to and success in the colleges of their choice, with virtually 100 percent of graduates accepted into a college or university. Bishop Dunne is also the only Catholic school in the Dallas-Fort Worth area offering a 6th through 12th grade academic program that the school touts as providing a unique "seven-year advantage." While students enrolling solely in high school still achieve academically, students who attend Bishop Dunne before enrolling in high school have a greater presence on the honor roll and enroll in an average of 10 Advanced Placement courses throughout high school careers, than peers who did not attend Bishop Dunne Middle School.



For high school students, Bishop Dunne’s college preparation includes a dual credit program with the Dallas County Community College District, as well as 14 Advanced Placement (AP) courses, allowing students to earn college credit while still attending high school at no additional cost. To maximize positive impact, Bishop Dunne administration carefully chooses the most-likely-to-transfer AP courses available for its high school students. The school is proud that the benefits of its academic leadership abound, as dual-credit and AP classes increase the likelihood of graduating college on time, allow students to explore areas of interests before entering college, potentially reduce tuition costs, and allow students the flexibility to take on an extra minor or elective in college. The results of Bishop Dunne’s academics speak for themselves, with students from the class of 2018 enrolling in higher education institutions that include the University of Notre Dame, Georgetown University, Boston College, Southern Methodist University, and Texas A&M University, and earning over \$15 million in scholarship funds.



Beyond academics, students also have a wide range of opportunities to pursue their creative and athletic passions through the school’s outstanding Fine Arts and Athletic programs. From theater, photography, and jazz to a literary-art magazine, as well as teams in every major sport, Bishop Dunne students find a multitude of ways to express themselves and channel their energy. Many students earn athletic scholarships, including twenty-seven seniors from the 2017 graduating class. TAPPS—the Texas Association of Private and Parochial

Schools—encourages healthy competition among schools and provides a platform for students to prove their personal skills in all fields, whether in academics, athletics, or the arts.

Facilities

Bishop Dunne is designed in a three-pillar format. These compose the four main hallways of the campus. Within the school are three courtyards, two of which have been dedicated. The Vincent Langbein Memorial Garden and the Father Tim Gollob Garden Sanctuary were named after previous employees for their support of and investment in the school. These gardens, which have been xeriscaped to minimize the carbon footprint of the school, function as a teaching tool for biology classes, a place of solitude for reflection, and as a patio for lunch. Also, distributed all around campus is art work from previous graduates to current students, showcasing award-winning talent. In the center of the campus is the Chapel for the celebration of Mass.



On campus, there are three fields that are utilized by Bishop Dunne’s sports teams. Directly behind the school is the Earl Hayes Stadium where football, soccer, and track and field teams compete. Adjacent to the stadium is the Steve Macko Baseball Field with the softball field next to it.

Finances and Governance

Bishop Dunne currently has a \$10 million annual budget. Like most schools of its type, Bishop Dunne remains largely dependent on tuition income, which funds 70% of its operation, with the remaining coming from the school's fundraising efforts and support from the Diocese. Average tuition for 2018-2019 is \$12,540, and during the 2018-2019 school year, \$1.4 million was granted in financial assistance to 265 students, or 49% of the student body.

Bishop Dunne Catholic School adheres to governance guidelines established by the Catholic Diocese of Dallas. The Bishop is the chief administrator of the Diocese and, in all things relative to education in the Diocese, has ultimate authority. The Superintendent is the delegate of the Bishop in all matters relating to education, providing spiritual and professional support to the presidents and principals to ensure adherence to diocesan policies and maintaining an appropriate level of communication with the school communities. The school is governed by a Board of Directors selected in consultation with the Catholic School's Office.



The Opportunity

After 23 years of extraordinary service as President of Bishop Dunne Catholic School, Kate Dailey is retiring from service. During her tenure, she strengthened the character and culture of the school as both Principal and President, attracted and retained superb teachers and administrators, oversaw extensive campus improvements, and jointly maintained the founding Catholic principles with a highly diverse student population.

In accordance with the tenets established by the Diocese for all its schools – Catholic identity, academic excellence and operational vitality, the new President will be charged with continuing to build the institution with respect to the value of a Catholic education, affordability, enrollment, program creation and enhancement, fundraising, fiscal discipline, and communicating the Bishop Dunne story to the broader community.



Responsibilities

The President of Bishop Dunne Catholic School is charged with providing leadership to the school to achieve the fullest attainment of its mission. The President is a minister within the Diocese of Dallas responsible for the spiritual and academic formation of students of Bishop Dunne Catholic School. As the Chief Executive Officer of Bishop Dunne Catholic School, the President has the general charge and control of its personnel and budget, of its educational and development programs, of its business affairs, and of its facilities. S/he works most closely with the Principal, the Director of Finance, the Board, and in varying degrees, with other groups within the school and general community to provide leadership with regard to the purposes, values, and strategic goals of Bishop Dunne Catholic School.

As the Chief Administrator of the school community, the President is responsible for supervision, administration, policy compliance, legal matters, and the climate and culture of the school community. S/he bears ultimate responsibility for the operation of the school that is accomplished through specific persons as agents of the President. The President is responsible to the Board of Directors and Board Chair. The Board in cooperation with the Diocesan Schools Office and Superintendent does an annual evaluation of the President; however, the President reports to the Bishop unless otherwise designated.

The responsibilities of the President will include:

LEADERSHIP IN FAITH COMMUNITY/CATHOLIC CHARACTER/CLIMATE AND CULTURE

- Together with the Principal ensures that the Catholic character of the school is developed and nurtured among students, faculty, staff and parents.
- Articulates the mission of Bishop Dunne Catholic School to students, parents, faculty, staff, alumni and the wider community.
- Generates a positive Catholic culture and environment in the school, thus developing a strong Catholic faith community.

LEADERSHIP IN OVERALL POLICY

- Hires, supervises and is solely responsible for employment of the Principal.
- Works with the Board of Directors and the Principal in providing for a periodic review of the philosophy and mission statement for Bishop Dunne Catholic School.
- Suggests policy changes to the Board and monitors policy implementation and development.
- Works with the Board, Director of Finance and Finance Committee to formulate appropriate financial policy for the school.
- Monitors the administration of policy in all areas.
- Implements development of annual goals and objectives for each direct report and evaluates achievement and performance, ensuring that school level goals align with the strategic direction of the school, Board goals and the Strategic Plan in effect at the time.

LEADERSHIP IN PLANNING

- In collaboration with the Administrative team, develops short and long-term goals and objectives for appropriate areas of school life, including the recruitment, admission and retention of students, staffing, curriculum development, facilities, finances and institutional development.

- Communicates short and long-range goals and objectives, as well as the mission statement to the school and community.
- Provides leadership for the development and implementation of the school's long-range and strategic plans, in conjunction with appropriate Board, school and administrative team members.

LEADERSHIP IN RELATION TO THE BOARD AND BOARD DUTIES

- Acts as the administrative officer of the Board.
- Ensures the implementation of all Diocesan policies.
- Oversees and is responsible for the implementation of the Strategic Plan for the School, including on progress reporting, goal compliance and other updates as necessary to the Board.
- Serves as ex-officio member of all committees.
- Responsible for the overall operations of the school, including achieving the school's mission and maintaining the school's high educational standards, while prudently managing expenses and the budget at the discretion of the Board.
- Ensures Board compliance with the current bylaws of Bishop Dunne Catholic School.
- Ensures, in conjunction with designees of the Board, that potential Board members are identified, vetted and trained for Board service.
- Manages and maintains appropriate Board relationships.

LEADERSHIP IN BUSINESS AFFAIRS

- Ensures the preparation of the annual operational plan with input from the Administrative Team and its compatibility with the annual operating budget for the school.
- Submits a proposed annual operating budget in December to the Finance Committee for review and appraisal and for subsequent review and approval by the diocese and the Board.
- Supervises the fiscal operations of the school through the office of the Director of Finance.
- Hires, supervises, and is solely responsible for employment of the Director of Finance.
- Oversees the supervision of school facilities and maintenance of physical plant and grounds.
- Develops, with the Principal, Athletic Director and Director of Finance, policy and procedure regarding non-school use of the school facilities.

LEADERSHIP IN ADVANCEMENT AFFAIRS

- Supervises the work of the Advancement Office to ensure its goals and objectives align with the School's mission.
- Serves as chief spokesperson for Bishop Dunne Catholic School.
- Communicates with the general public through professionally prepared materials and literature, and ensures that all external messaging is consistent with the climate, culture, mission and tone of Bishop Dunne Catholic School.
- Develops and implements an Advancement Plan and Marketing Plan, in conjunction with appropriate Board committees and the Office of Advancement, with specific goals and accountability points regarding the plans.
- Leads solicitation and grant writing efforts.
- Develops and implements themes for marketing and fundraising.
- Meets with donors and actively manages donor relationships.

LEADERSHIP IN GENERAL MATTERS

- On recommendation from the Principal, approves the hiring and dismissal of all members of faculty and staff.
- Keeps abreast of trends, developments and research as they pertain to education and school operations.
- Other duties as assigned by the Board, Bishop or the Bishop's designee.

Candidate Qualities

Leadership

- A “servant leader” whose example, energy level, enthusiasm, passion, and commitment can serve to inspire the entire community.
- A team builder who empowers others through delegation, genuinely values the contributions of others, and cultivates not only individuals’ talents but also the strengths of a group as a whole.
- A visionary who honors the exceptional history of Bishop Dunne while enthusiastically anticipating the future needs of the community.
- One who listens and takes a collaborative approach to issues prior to making decisions.

Experience

- At least five to seven years of senior administrative and leadership experience in a complex organization.
- Ideally, understanding of the nature and workings of a Catholic preparatory school.
- A track record that includes fiscal responsibility, managing administrative systems, fundraising/attracting external support, and establishing and enforcing policies.
- A history of establishing, evaluating, and refining programs consistent with the mission or goals of an organization.

Skills and Knowledge

- A leader who has the business and management skills necessary to develop strategic plans, to install and improve administrative infrastructures, and to manage budgets and schedules.
- Adept at forging relationships and building upon them to exercise leadership among the board, administration, faculty, staff, parents, students, donors, and alumni.
- Demonstrated ability in developing and empowering effective, nimble teams of complementary individuals in a culture of accountability.
- Excellent communication skills that enable her or him to make a compelling case for Catholic education in general to help strengthen enrollment, support fundraising, and promote the school’s values and vision.
- Understands the importance of fundraising to the growth and overall stability of the school.

Personal Traits

- A practicing Catholic in good standing.
- Solid understanding of a Catholic education, spirituality, and history.
- A person of unquestioned integrity who honors commitments and deals with people in a straightforward fashion.
- An accessible and approachable “people person” who deals with others openly, engendering a sense of trust, credibility, and stability among the members of the school’s community.
- One who is vitally concerned with the academic, spiritual, and character development of young people.
- A role model who embodies and reflects a strong moral character, a passion for academic excellence, and respect for others in all aspects of his or her life.
- An individual with a firm sense of spirituality and faithfulness who can exercise leadership in a school dedicated to Catholic values and the Catholic Church.
- A sensible, patient, and levelheaded person who brings understanding and perspective to bear on difficult issues while exhibiting grace under pressure.

Other Considerations

Compensation:	Competitive with similar schools in the region
Location:	Dallas, Texas
Website:	https://www.bdcs.org/
Travel:	Limited
Education:	Master's Degree in Education, Administration, Supervision or a related field required, or an appropriate combination of education and experience



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Peña Search Consulting is committed to providing personalized attention to each client's unique needs, to effectively address its long-term leadership goals.