

Site Visit Notes - Catholic Memorial

Topic Areas / Focus Groups	Faculty & Staff	Middle Leadership	Leadership Team & HOS	Parents	Students	Brothers	Board Members
Strengths of the School Things you appreciate, would never							

<p>want to see changed</p>	<p>Mission - all boys Catholic - located in city, serves wide range of kids (100 zip) Faculty close Connection with faculty and students - the care shown to students Level of faculty autonomy in an atmosphere of collaboration Holds on to traditional values - there's still the long-standing CM spirit - that sense of caring for one another... Lots of intangibles - No coddling; meet boys where they are and guide them forward Professional opportunities</p>	<p>Get to be myself here Do a great job living up to our missions fo the most part in an authentic way Inclusive (as much as Catholic can be) Given a lot of trust Limited bureaucracy Small size is a good size for the community Required service programs - servant leadership development program Like the mission Scrappy nature Authentic diversity...doe sn't manufacture</p>	<p>Hi level admin team - people came here to do stuff Grittiness and perseverance Gospel values are important We give authentic, constructive and honest feedback to kids, will allow them to <u>fall.fail</u> - it's the adjustment and progress that matters Crew around me is fun and enjoyable - and the admin team Have done a good job shepherding the school's resources Overhaul physic Kala nd ultralight overhaul - will inherit lots of positive momentum... new space, academically stronger, We make decisions</p>			<p>Campus is in pretty good shape</p>	
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Key issues/

<p>challenges facing the school</p>	<p>Shrinking pop of Catholic students Christian Bros are shrinking - how to do we maintain that tradition, etc. into the future How do we sustain and flourish Only 50-60% of kids are Catholic - not as many parents choosing</p>	<p>School has always been the smallest Catholic school in the league Small campus and the limits Insuring that the school operates as it should Keeping athletics robust...but investing in the arts (lots of other offerings are new or limited Prioritizing the academic experience of the students - hw we think about equity, differentiating a very broad range of learners (Harvard to low performing) If the academic expeirance is not essential to the experience then we will be subject to athletic choice</p>	<p>Managing discount rate Maintain strong admin team (orchestra- requires give and take) - Reinforcing the CM vlaue to families - often they don't know what they don't know. We wear a lot</p>			<p>Present funding is unsustainable Tuition Reinforcing the mission of the school If we become the black school we are</p>	
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Top 5 prioriti es for the next HOS							
Desire d Qualiti es in next HOS - leaders hip style, attribu tes, person -							

al qualiti es		Peter's entrepreneuri al mindset Not afraid of taking a risk Sustain the trajectory we have created...and knows we are not like our competitors and do things differently Have that young mindset - that we need to create our own path, not follow...CM at this moment is in a good place but can't take a backwards step Peter isn't as good at holding people's feet to the fire...we sometimes slip on deadlines and getting things done on time Needs to understand focusing efforts on younger	No micromanage r Hires well - talented people Courageous Decision maker Kevin and Jim are good (Jim is the power) Better at fund-raising than Peter (or coachable and mentored) Lots of code switching to operate Keep the momentum going Get the right people in the conversations - open doors Convey a vision - dynamic, magnetic personality (won't need to be in the weeds like Peter did at first)				
	Someone who is Catholic - understand the mission, market, and politics of Catholicism - and how to go forward Innovator Multidimensio nal Down to Earth, pragmatic, approachable Relational with staff Don't need a change agent - need to stay on and enhance the course we are on... You have to be Catholic enough to be Pres (know enough about the doctrine) Person of					A person who doesn't se Doesn't need a strict education background Woman would be OK No one who is ruthless; who can treat people properly Catholic Someone with a sense of the brothers (ethos of the CBs is important to preserve) Relations with the CB province	

Single most important change the next Head might make							
Important Issues to Note	Not many one to one comparisons between CM and other schools No one is really sad about Peter's departure - great job, energy, etc. but seemed tired of the problem set Maybe lost the passion						