



RICE
Memorial High School

PRINCIPAL
Start Date – July 2022

Owned and operated by the Roman Catholic Diocese of Burlington, Rice Memorial High School is a Catholic, coeducational college preparatory school. Founded in 1917 as Cathedral High School, the school was renamed Rice Memorial High School after moving to the current location in 1959. This is one of three Catholic high schools in Vermont and the only one serving Vermont's largest city, Burlington.

The school's mission is to guide her students toward the realization of their God-given potential. Rice Memorial teaches students to recognize and develop their gifts by inspiring them to love learning, to serve others and to seek God through Jesus Christ and his Church. We do this by focusing on four pillars:

- ❖ Faith
- ❖ Academic Excellence
- ❖ Service
- ❖ Community

99 Proctor Avenue † South Burlington, VT 05403 † www.rmhsvt.org

THE FOUR PILLARS OF RICE MEMORIAL HIGH SCHOOL

Faith

Our students and their families embrace our mission to love learning, seek God and serve others. It is weaved into every aspect of life at Rice and reflected in the character our students develop and how they carry themselves inside and outside of school.

Our foundation is built on kindness, respect and trust. Each day begins with a moment of silence, a reading from the Bible and Rice's Mission Prayer. School-wide Masses are offered monthly. Students are required to take religion classes every year they are enrolled at Rice.

Academic Excellence

With SAT scores higher than the state average and over 90 percent of graduates attending college, Rice students embody the pursuit of academic excellence. Our college prep curriculum focuses on providing the skills necessary for students to be successful with the rigors of college.

Rice has 13 Honors classes and 15 AP classes accessible to all students. Rice is the only school in Chittenden County offering the prestigious Advanced Placement Capstone Diploma. This Program fosters critical thinking and research skills that college admissions offices value.

Service

Students at Rice are required to perform over 80 hours of community service between freshman and senior year. By placing the needs of others ahead of themselves, students develop valuable experience and learn immeasurable lessons about their place in the world.

Our Campus Ministry office facilitates much of this service activity, providing opportunities for community involvement at the Lund Home, COTS, King Street Youth Center, the Special Olympics, and their family parishes.

Community

Rice offers a nurturing and caring learning environment where students make connections that last a lifetime. Stunt Nite is just one example of how students leave the classroom and collaborate with the community. A Rice education goes beyond high school!

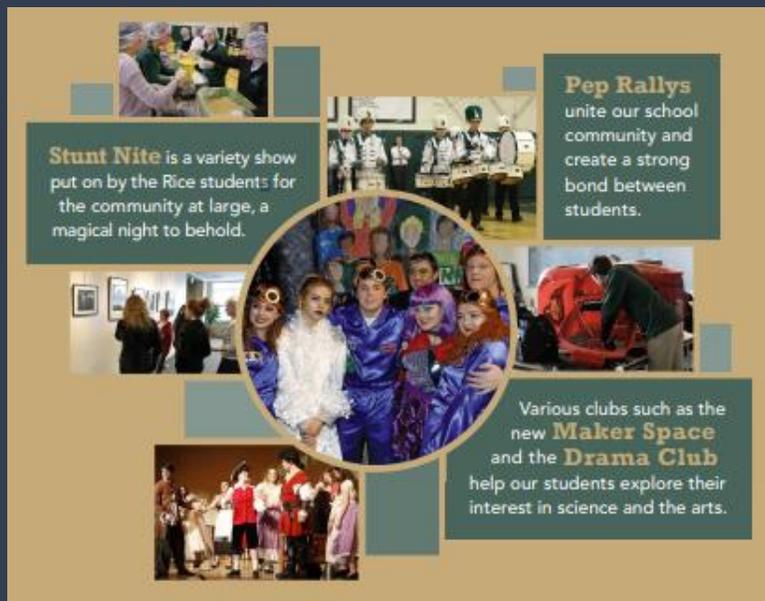
“Community” is a phrase often used in schools. At Rice, it’s a way of life. With 400 students – nearly 1/3 the size of most local public high schools – a sense of belonging is established quickly. Small classes allow teachers an opportunity to really know their students. Underclassmen are recognized and mentored by older students. And, respect for one another is expected, allowing students the freedom to try something different, often discovering new gifts and talents along the way.



ACADEMICS

Rice is committed to offering opportunities for students to challenge themselves academically throughout their academic career.

- ❖ The school offers 15 Honors and 12 Advanced Placement Courses. Honors courses are offered across all subject areas including new courses this year in Religion (Honors Religion) STEM (AP Computer Science), foreign language (Honors French V) and the AP Capstone Diploma program.
- ❖ Rice clearly delineates Honors and College Preparatory courses with carefully articulated expectations at both levels. This allows for a balanced and individualized approach to each student's course load -one that meets their academic and personal goals.
- ❖ The Rice master schedule is entirely student-centered. Students submit their course requests in the spring of the prior academic year and the master schedule is created around those interests. This often means students get the classes they want/need to meet their academic goals.
- ❖ Rice does not practice proficiency-based learning in our classrooms or use a proficiency-based grading system.
- ❖ Rice is the only school in Chittenden County to offer the prestigious Advanced Placement Capstone Diploma. This program fosters the critical thinking and research skills that colleges seek in their students.
- ❖ Rice students develop discipline through academic rigor: 97.2% of Rice students surveyed stated they are receiving a good education.
- ❖ Rice believes that the pursuit of academic excellence and equity are not mutually exclusive goals; both occur simultaneously everyday at Rice.



COMMUNITY

Rice's Campus Ministry office and its initiatives are a vibrant part of the Rice community. It is where our mission of inspiring students to serve others and seek God is carried out on a daily basis.

- ❖ **Peer Ministry:** Peer Ministry is a group of dedicated Juniors and Seniors who lead by Christian example. They strive to love and serve others as Christ would, to be respectful, responsible, compassionate and understanding, to exercise patience and self-control, and to foster a Christian community both inside and outside of Rice. Peer Ministry members are devoted to God and to others and aim to grow in faith.

Peer ministers gather twice a month to pray, to organize service projects, to prepare for retreats and prayer services, for fellowship, and to generate ideas which serve the entire Rice community.

- ❖ **Community Service:** The objective of the Rice Community Service Program is to encourage and guide students to live out the teachings of Jesus Christ. As such, it has two major goals: bringing forth the kingdom of God and reaching out to the poor, vulnerable and marginalized in society. We hope that participation in these efforts will help students grow in faith, develop important character traits, engender compassion.

Some of the projects in which students participate are the Lund Family Picnic, the CROP and COTS Walks, King Street Youth Center, the Thanksgiving Basket collection, The Legacy Project, the Polar Express, Breakfast with Santa, and Special Olympics, including the Young Athletes Program and the Penguin Plunge.



ATHLETICS

Athletics at Rice are an integral part of a student's development. Athletics at Rice allow students to discover their God-given abilities. Through athletics, our students develop a competitive spirit, leadership skills, and pride in our community.

Our coaches help to guide our students, through a competitive environment, to achieve personal growth, team accountability, and a strong will to work together for a common goal.

Our athletic teams are regulated by the Vermont Principals' Association. The majority of our teams are in Division Two, with eight teams competing at the Division One level. For most teams, we offer multiple levels of play (JVb, JVa, Varsity) so students of all abilities have an opportunity to play, contribute and develop. In some cases we do have to make cuts, but we attempt to provide opportunities for all students who want to participate.

Fall Sports

- ❖ Cross Country
- ❖ Football
- ❖ Girls' Field Hockey
- ❖ Golf
- ❖ Rowing
- ❖ Soccer
- ❖ Volleyball

Winter Sports

- ❖ Alpine Ski
- ❖ Basketball
- ❖ Hockey
- ❖ Prep Hockey
- ❖ Indoor Track

Spring Sports

- ❖ Baseball
- ❖ Lacrosse
- ❖ Rowing
- ❖ Softball
- ❖ Tennis
- ❖ Track
- ❖ Ultimate Frisbee



The Position

Rice Memorial High School's next principal will work collaboratively with the Diocesan Superintendent of Schools, the school's leadership team, and the School Board to build on the successes of the past to chart an exciting future for the school. The principal is responsible for the day-to-day operations of the school including serving as the school's faith formation and instructional leader as well as the chief operating officer in charge of all facility and fiscal matters. The school is accredited by the New England Association of Schools and Colleges and will be finalizing its next strategic plan in the coming months. The principal will be expected to implement this plan in a meaningful manner to ensure the school continues its goal of seeking ongoing excellence.

Key Qualifications:

- ❖ A faith-filled, enthusiastic leader who is a Catholic in good standing with the Catholic Church and embraces the mission of Catholic education.
- ❖ Hold, or be willing to pursue, a Master's degree in Education or Administration; be eligible for Vermont licensing; and have a minimum of five years teaching experience in a Catholic school.

Key Skills and Attributes

1. Committed to providing an environment rich in Gospel values.
2. Passionate about making a personal connection with students and establishing a positive culture/climate with parents and educators focused on forming young people to be bearers of Christ to the world.
3. Knowledgeable in current educational methodology with a key ability to foster academic excellence.
4. Skilled at identifying, attracting, developing, and retaining high-quality educators who possess an understanding of and commitment to the mission of Catholic secondary education.
5. Have a skillset to implement successful strategies for student recruitment and retention.
6. Approachable and accessible leadership style with a reputation for being extremely visible and interactive on campus and at school events that occur both within and outside of the school day.

7. Collaborative leadership skills while also possessing the ability to be decisive in an environment with competing demands and limited resources.
8. Possess strong communication and interpersonal skills when interacting with students, faculty, staff, parents, School Board, alumni, and other community stakeholders.
9. Understand the importance of prioritizing responsibilities in an effort to ensure smooth operation of the school's overall program.
10. Experience in strategic planning and implementation as well as fiscal management and oversight are preferred.

Salary and Benefits:

- ❖ Salary is commensurate with experience and qualifications
- ❖ Full benefits information will be provided to all interviewed candidates and include health insurance and four weeks paid vacation.

Application Documentation:

All applicants must electronically submit the following documents as separate PDFs:

1. Current resume with all appropriate dates, position details, etc.
2. Letter of interest/cover letter that outlines how you will utilize your experience and skillset in this position.
3. List of 3 to 5 references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.

A comprehensive background check will be completed post-offer.

Application Process:

1. Applicants may apply by one of the two following methods:
 - a. Email the above documents to the Superintendent of Schools at jgearon@vermontcatholic.org.
 - b. Through School Spring at the following link: www.schoolspring.com/job.cfm?jid=3747786
2. Applications are currently being accepted and will be reviewed as they arrive. Interviewing of select candidates will commence upon receipt of application and will continue until the position is filled.

The contract year begins on July 1, 2022; salary is commensurate with qualifications and experience.

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