



# ST. THOMAS MORE ACADEMY LEADERSHIP SEARCH



103 Prospect St, Middletown, MD 21769

[www.stmamd.org](http://www.stmamd.org)

# WELCOME!

To Saint Thomas More Academy



## Our Mission

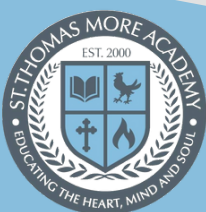
St. Thomas More Academy is an independent school rooted in the Catholic faith, providing a classical liberal arts curriculum, inspiring hearts, educating minds and nurturing the souls of our students.

## Our Vision

St. Thomas More Academy is recognized and respected for academic excellence, producing successful, well-rounded students who are critical thinkers, confident in their faith.

## Our Values

- **Christ-Centeredness** – Rooted in a rich Catholic Tradition, STMA’s religious education extends beyond the classroom to permeate all aspects of a shared experience as a school community.
- **Caring Teachers** – The heart of STMA is the faculty whose members joyfully extend themselves to ensure that each student develops a firm foundation on which a lifelong commitment to, and love of, learning can mature.
- **Individualized Instruction** – Our commitment to a teacher-student ratio of no more than 20/1 and small class size ensures that students receive the personal attention they require to accelerate and optimize their learning.
- **Development of the Whole Child** – Established with a firm commitment to a classical liberal arts education, STMA’s curriculum stresses religion, a comprehensive reading program, writing, math, and critical thinking with strong attention to language, music, art, and physical education as essential to a core of instruction immersed in a spiritual, loving environment.
- **Community** – STMA prides itself on the partnership established between students, parents, teachers, administrators, and the community. These relationships focused on the presence of Christ promote a nurturing environment that is evident in all encounters.
- **Integrity** – Consistent with attention to Gospel values, interactions with others are characterized by honesty, respect, and trust.
- **Stewardship** – STMA invites all members of the community to generously share their time, talent, and material resources in assisting us achieve our mission.



# A LETTER FROM OUR BOARD



We are pleased to invite you to consider joining the St. Thomas More Academy Community. Our school has a strong Catholic Classical tradition of forming students to live as saints and scholars. We promote strong faith development for our students and endeavor to help our students achieve academic excellence. We take to heart the words of our patron saint, St. Thomas More, "I would rather have learning joined with virtue than all the treasure of kings." A school without virtue and faith at its center is bereft of a soul.

Currently the school is celebrating its 25th anniversary. St. Thomas More Academy was formed to serve the needs of Catholic families in Frederick, MD who longed for a faith filled education but could not access it because of limited space in the schools located here. A small group of home-schooling families formed St. Thomas More Academy with Dr. Jim Merkel as the founder. In the past 25 years the school has grown from four students to almost 165. We are poised for continued growth and need a visionary leader to propel the school forward while maintaining the culture and traditions of our foundation.

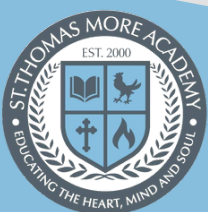
From the beginning, our school has partnered closely with families and helped to develop students' potential spiritually, physically, and socially—all the while maintaining high academic standards. Our school thrives because of the community of families and teachers that offer their time and talents in the formation of our students.

Thank you for considering this position of leadership at our school. This is an invitation to minister to our students and staff as a witness of the Catholic faith in action and to help our students prepare for all that God calls them to do. We believe we are educating for eternity, and you will be integral to that mission. As a part of our Catholic school family this task is unique and the responsibility immense because of our goal to help grow and nurture both the mind and the soul of every individual student.

A successful Catholic school leader is a teacher modeled on the ultimate teacher, Jesus. An effective Catholic school leader is one who will collaborate with others to help the school fulfill its mission, foster leadership within the school community, and help students reach their fullest potential in Christ. We seek a leader who is open and excited to become a part of our community, shares our mission, and is invested in revitalizing the faith connected to the mission of Catholic education for our families, students, faculty, staff, and the wider community.

Thank you for your willingness to consider this invitation.

*The Board of Directors of St. Thomas More Academy*



# Our History

Founded in 2000, St. Thomas More Academy was established as a community of students, parents and educators working together to achieve excellence in education inspired by Catholic traditions and spirituality. Our mandate is to grow the hearts, minds and souls of students so that they develop fully their capabilities and talents as children of God and recognize their own unique self-worth and potential to contribute positively to the world around them.

On March 23, 2000, the school was incorporated as St. Thomas More Academy in honor of St. Thomas More who was a scholar, a father, a layman and a saint. His exemplary behavior serves as a model for our children to emulate. St. Thomas More Academy seeks to model the Christian value system it proclaims. Our parents, teachers and staff are the first to model the behaviors and expectations we teach. They are to be fair, reasonable, balanced and consistent in defining and administering the disciplinary measures of the school. They are, in the words of the U.S. Bishops, "To Teach as Jesus Did." Students, too, are expected to accept similar responsibility. They are to publicly demonstrate conduct that reflects the values commonly nurtured in a Christian community.



On September 8, 2000, St. Thomas More Academy held its first official Board meeting to approve by-Laws. At the meeting, it was decided that St. Thomas More Academy will operate as an independent elementary school and incorporate the authenticity and integrity of the Catholic Faith into a balanced program. It would take into account the needs of the new millennium while drawing upon the riches and inspiration of 2000 years of living according to Catholic truths.

The Academy started out with only four students in its first location which was rented space at the Peace in Christ Lutheran Church, Walkersville, MD. The next school year, 2001-2002, enrollment expanded to 35 students in grades K through 3. In the third year of operation, the student body grew to 65 students in grades K through 6, which forced STMA to add three more classrooms to the facility. This facility quickly became too small to house the growing student body.

The Board of Directors acquired land and built a new school building in Buckeystown, MD in 2009. In 2012 this facility was sold to St. John's Catholic Prep High School and STMA relocated to its current Middletown location on Prospect Street. Currently the school enrolls 164 students and are poised for further growth. St. Thomas More Academy is certified by the state of Maryland and is accredited by the National Association of Private Catholic and Independent Schools.



# About Our School



## WHO are we?

St. Thomas More Academy is the premier Catholic Classical school in Western Maryland. We are part of a nationwide movement to renew genuine Catholic education by embracing the fullness of the Catholic educational tradition in an authentic Catholic culture.

## WHY do we exist?

We exist to help parents form saints. This is the mission that Jesus Christ entrusted to His Church, and Catholic education is a privileged extension of that mission: "Go and make disciples of every nation..." (Mt. 28:19) Making disciples (i.e., saints) is to form children into free, fully flourishing human beings aimed at Heaven. This is the original, primary purpose of Catholic education which STMA and hundreds of other Catholic schools are striving to reclaim.

Human flourishing requires the development of all the human faculties that enable one to perceive and love the "stuff" of genuine human happiness: all that is Good, True, and Beautiful. The end-goal for training in the ancient Classical Liberal Arts was to cultivate wisdom and virtue with a view to human freedom and true human happiness. The Catholic Church took up the Classical Tradition for its schools and gave it a supernatural vision or purpose rooted in her philosophy of the human person, a Christian anthropology.

This Christian anthropology says that man is created in God's image and likeness, that he is destined for eternal friendship with Jesus Christ, and that he has distinct natural and supernatural faculties that need to be cultivated and perfected for their own sake rather than for some utilitarian purpose. The Church calls this "integral formation" and it is the pathway to genuine human happiness in this life and the next.



# WHAT DO WE TEACH?

We teach a curriculum content immersed in Goodness, Truth, and Beauty through the lens of a Catholic world view. We anchor our curriculum content to the context of a rotating historical timeline from ancient to modern.

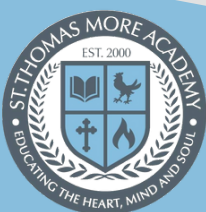
Our Catholic catechesis is rooted in Sacred Scripture and Sacred Tradition and our faculty takes an annual oath of fidelity to Catholic Magisterial Teaching.

As a grammar school, we place great emphasis on mastering the nature and structure of language to form confident, competent thinkers and communicators. Thus, we give grammar study pride of place, especially through Latin and a systematic approach to elocution and composition. A solid arithmetic foundation paves the way for the study of mathematics, instilling in students an ever-increasing sense of wonder and awe at the profound way the world displays order, pattern, and relation.

Literature is seen primarily as a tool for forming a sound moral imagination and fostering a sense of wonder, and History study is seen as reading the story of the unfolding of human redemption with the moment God came to Earth in human form (the Incarnation) as its pivotal point.

The study of science is integrated into a comprehensive view of reality as God's creation. It involves observing, understanding, rendering, and articulating the nature of things, giving this discipline the name "Nature Studies".

Music, art, and physical education are essential components of our WHAT. We are made for Beauty, and it should never be considered as merely an "add-on" when it comes to integral human formation.



# HOW DO WE TEACH?

**“The Liberal Arts prepare the soul for virtue.” St. Thomas More**

A Catholic school’s teaching methods (its pedagogy) have direct bearing on Catholic identity, for these methods must be rooted in a proper anthropology and the Catholic philosophy of the human person. Pedagogy must connect to how we are designed for learning. The best proven, time tested system of education ever known to achieve that connection is the system of education known as the Catholic Classical Liberal Arts and Sciences.

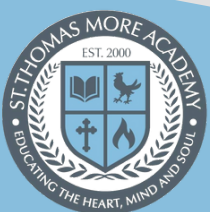
The word Classical refers to the time and cultures of ancient Greece and Rome. In education, the word Liberal is from the Latin adjective liberalis--“free”, which in the Classical sense, means freedom to live in the happiness that comes with virtue or self-mastery. The word Arts refers to any developed human capacity or skill and includes the Manual Arts, Fine Arts, and Liberal Arts. The word Sciences refers to any organized body of knowledge, including the moral sciences which are also called the “humanities”: literature, history, and philosophy.

While the “arts” are geared toward FORMING the mind, the “sciences” are aimed at FILLING the mind. The Liberal Arts are comprised of three skills related to language (known as the “Trivium”: grammar, logic, and rhetoric), and four skills related to number (known as the “Quadrivium”: arithmetic, geometry, astronomy, and music).

Four key elements of pedagogy show what the Classical Trivium looks like in practice. At STMA we call these the “Four Cardinal Virtues of Classical Education”: Imitation, Repetition, Memorization, and Recitation. These key elements make a connection between teaching and learning and are part and parcel to human nature and therefore essential to HOW we teach.



Catholic culture is authentically Catholic when it animates the entire life of the school and is the bed rock for catechesis. It is most especially the fertile soil for growing saints, and saints are joy-filled. It makes it possible for children (and grown-ups) to breathe freely as disciples in-the-making. It means a vibrant prayer life centered on Jesus in the Holy Eucharist and unites the school family to the Liturgical Calendar with all its holy seasons and feast day. It places itself under the protection of the Mother of God and looks to the saints as helpers and models of holiness and joy.



# THE PRINCIPALSHIP



St. Thomas More Academy is an independent school rooted in the Catholic faith, providing a classical liberal arts curriculum, inspiring hearts, educating minds, and nurturing the souls of our students. Our new leader will have the opportunity to build on the school's strong reputation for delivering a high quality classical education to PK – 8 students in the Catholic intellectual tradition. He or she will also build upon the school's strengths, and collaboratively work with the faculty and families to help advance the school's mission and achieve its goals.

**ESSENTIAL FUNCTIONS/MAJOR RESPONSIBILITIES:** Our principal serves as the school's spiritual, instructional, organizational, entrepreneurial, and community leader.

As *spiritual leader*, the principal maintains serves as the chief witness of the evangelizing mission of the school assuring that the Catholic intellectual tradition is immersed in all aspects of school life. The principal collaborates with the families of the school in fostering relationship with Christ for the students; supports faith formation activities for the staff and family; and advances the unique Catholic culture of the school.

As *instructional leader*, the principal assures that teaching and learning are connected to excellence and the tenets of a classical education taught in the Catholic intellectual traditions. The principal plans, prepares, and evaluates the instructional program; encourages instruction which meets the various needs and abilities of the students; and facilitates the professional growth of faculty and staff.

As *organizational leader*, the principal selects, supervises, and evaluates staff; collaborates with the school board in school accreditation and strategic planning efforts; ensures effective and relevant use of personnel resources; works with the school board to implement policies, budgets, and other institutional practices; and assures that the unique nature of the school is considered in all decisions.

As *entrepreneurial leader*, the principal is responsible for implementing good business practices, development and enrollment efforts, human resource/personnel management, professional formation, facilities maintenance and enhancement, institutional advancement, and contemporary communication.





# EXPECTED QUALIFICATIONS AND CHARACTERISTICS



## The successful candidate must be someone who:

- Is a practicing and active Catholic who shows an understanding and commitment to the mission of a Catholic classical education and is willing to build upon the foundations of excellence already in place at St. Thomas More Academy
- Has a clear understanding of the benefits of a classical education taught in the Catholic intellectual tradition for students in grades PK-8
- Has a minimum of a Bachelor's Degree (Master's Degree preferred) and/or demonstrated leadership skills within an educational and/or corporate setting
- Exercises leadership and vision
- Demonstrates superior written and verbal communication skills
- Develops and fosters the unique characteristics of the St. Thomas More Academy community among local parishes, students, faculty, staff, parents, board members, alumni, and donors
- Contributes time and effort to institutional advancement: admissions, marketing, and fundraising
- Assures compliance with all laws and regulations, accreditation requirements, and internal policies and procedures



## Preferred attributes:

- Experience teaching and administration at the primary or secondary educational level in a Catholic classical school
- Experience in church-related ministry with an understanding of nature of a Catholic education
- Demonstrated record of leadership ability and accomplishments.
- Outstanding poise, presence, and communication skills
- Ability to communicate effectively with a broad range of constituents
- Demonstrated experience in planning and supervision of strategic initiatives



# THE SEARCH PROCESS



Saint Thomas More Academy is proud to partner with Mission Driven Catholic for this leadership search. Mission Driven Catholic works to revitalize Catholic schools to fully embrace their mission to be centers of evangelization for students and their families.

All interested applicants should forward a letter or interest, and a resume or CV to:

**MISSION DRIVEN CATHOLIC**

*Attn: Dr. Daniel Baillargeon, Recruiter*

[d.baillargeon@missiondrivencatholic.com](mailto:d.baillargeon@missiondrivencatholic.com)

