

PRINCIPAL LEADERSHIP PROFILE



St. Augustine's College

Nassau, New Providence, The Bahamas

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THE SEARCH

The Board of Members, Saint Augustine's College, Roman Catholic Archdiocese of Nassau, The Bahamas, invites applications and nominations for the post of Principal of Saint Augustine's College (SAC or the College). The College is a Roman Catholic secondary school with a Benedictine heritage. As such, it is unique within the education system in The Bahamas.

In maintaining its Catholic and Benedictine identity, SAC's fundamental principles are

- to ensure that the school's operation will be conducted in harmony with the fundamental commitments of the Catholic Church;
- that the curriculum, programmes, and activities of the school give tangible evidence of the school's Catholic and Benedictine identity;
- that as many members of religious orders, clergy, and Catholic and Benedictine laity be active in academic, administrative, and other roles at the school as their talents, training and time permit; and
- that the school's operation is conducted in harmony with the Catholic and Benedictine tradition and thereby advance the renewal of the human community through the practices of faith and reason, justice, peace, stewardship, the arts, and sciences.

The SAC Principal Search Committee is charged with identifying candidates with experience and proven leadership qualities. Ultimately the successful candidate will be required to collaborate with all major stakeholders and will emphasize the delivery of a quality education which will enhance graduates' success in the world. The innovative, dynamic, student-centred Principal will also ensure that students, faculty and staff are treated appropriately and that the school environment promotes a feeling of safety and security. To assist with the identification of potential candidates, this profile document provides information about the College, leadership agenda, search process, and desired qualifications for the next Principal. It is envisioned that a finalist will be selected for the approval of His Grace Archbishop Patrick C. Pinder, S.T.D., C.M.G., by Spring 2021 with the successful candidate taking up the post at a date to be determined.



Students at Ash Wednesday Mass

ABOUT SAC

HISTORY

Saint Augustine's College was founded in January 1945 by the Very Reverend Frederic U. Frey, O.S.B., the then Prior of the Benedictine Order in The Bahamas, and the school's first Headmaster from 1945 until 1963. The history of St. Augustine's College is so closely interwoven with that of St. Augustine's Monastery that at the inception, it is impossible to distinguish the two. The College, like the Monastery, is based on the Benedictine tradition and for many years the teachers were all Benedictine.

Saint Augustine's doors were first opened to 35 students in Forms, I, II and III. They were housed in three temporary classrooms in The Niche, with a library in Bungalow Dunmore. Initially, there were four faculty members. This constituted the humble, yet eventful beginnings in the Priory Grounds, West Street.

The course of studies was limited to an academic programme for Forms I, II, and II in a junior secondary educational system. In his announcement to the Press at the time, the Headmaster stated: "It will be the aim of the school to equip its students with the knowledge required to comply with the recognized educational standards of British and American universities and colleges. At the same time, special emphasis will be given to the development of a thoroughly Christian character."

When St. Augustine's College and Monastery were established in 1945, the Benedictines from St. John's Abbey, Minnesota, U.S.A., had already been working in The Bahamas for nearly half a century, beginning with Father Chrysostom Schreiner who came in 1891. The emphasis during those early years had been on establishing new parish communities and Catholic elementary schools for the education of boys and girls of all denominations.

In 1946, plans were already taking shape for the transfer of St. Augustine's to its location in Fox Hill, then an isolated part of the island, in the Eastern District of New Providence. At its new site in Fox Hill, the initial enrolment was 50 boys and the school day lasted from 8:00 a.m. to 6:00 p.m. There was a 2.5-hour break between noon and 2:30 p.m. during which the students went home for lunch. From 5:00 p.m. to 6:00 p.m. there were sports – cricket, softball, basketball, volleyball, and track and field – under the direction of Father Ellias Achatz, O.S.B. A supervised study period was held in the assembly hall from 6:30 p.m. to 8:00 p.m.

At the beginning of the fifth scholastic year in 1949, St. Augustine's College was granted recognition by the University of Cambridge Local Examination Syndicate as an approved College whose successful candidates in the annual overseas examination were entitled to receive the award of Certificate A. Until January 1993, students took General Certificate of Education (GCE) Examinations through the University of London. The Bahamas General Certificate of Secondary Education (BGCSE) has replaced the GCE since June 1993.

The second phase of St. Augustine's history began with the advent of its second Headmaster Father Burton Bloms, O.S.B., who engineered the building of the new school complex below the hill and initiated The Bahamas' first boarding school in 1965 (discontinued 1974).

During Father Bloms' tenure, groundwork was laid for the merger of St. Augustine's College with Xavier's College. In 1967, St. Augustine's became a co-instructional high school with boys and girls sharing the same teaching facility, but in separate classes.



The Historic St. Augustine's Monastery

Generous financial contributions by the late Most Reverend Paul Leonard Hagerty, O.S.B., Bishop of Nassau, the Sisters of Charity, Sir Etienne Dupuch (in honour of his mentor Father Chrysostom Schreiner, O.S.B.), and the Bacardi Family tremendously aided the SAC - Xavier's union. Prior to this St. Augustine's was an all-boys school running along traditional English grammar school lines. Xavier's College, formerly an all-girls school directed by the Sisters of Charity, had been founded in 1956 as an outgrowth of an academy started in 1889. Xavier's recognized the Cambridge Local Examination Syndicate.

Earlier that year, in February 1967, the appointment of an alumnus as Headmaster, the Very Reverend Bonaventure Dean, O.S.B., heralded a new era in the school's history. Under his supervision, the College became fully co-educational, and there was a reorganization of the administration. Enrolment grew phenomenally from 35 students in 1945 to more than 1,000 in September 1986. In 1971, the College reverted to a six-year programme with an annual enrolment of 900 students. Father Theophile Brown, O.S.B., briefly served as Headmaster from September 1971 to December 1972 before another alumnus Deacon Leviticus Adderley became Headmaster in January 1973. In July 1991, Ms Sonja Knowles, an alumna and former SAC teacher and Vice Principal, was appointed Principal. Since its establishment in 1945, St. Augustine's College has consistently produced fine young men and women who have become luminaries in the fields of education, religion, politics, law, music, fine art, culinary art, medicine and science, business, and finance. No other high school in The Bahamas can boast of producing a Prime Minister, The Honourable Hubert A. Minnis '71; an Archbishop, Most Reverend Patrick C. Pinder, S.T.D., C.M.G., Archbishop of Nassau '71; a Chief Justice and President of the Court of Appeal, Commonwealth of The Bahamas, Sir Michael Barnett '70; a Bahamas Defence Force Commodore, Commodore Davy Rolle '71; a Bahamas Central Bank Governor, Governor Wendy Craigg '74; an Olympic Gold Medallist, Shaunae Miller-Uibo '12; Bahamas Teacher of the Year, Waynette Bethell '07, as well as a Georgia (USA) Teacher of the Year, Casey Bethel '96.

In May 2004, St. Augustine's College was incorporated as a non-profit company and is operated as an independent school with an independent school board, under the Archdiocese of Nassau. Before this the Benedictines of The Bahamas owned and operated the school.

MISSION, VISION, VALUES

MISSION

At St. Augustine's College, we are concerned with the total formation of young people as Christian ladies and gentlemen whose behaviour is modelled by the life and teaching of Jesus Christ. To prepare students to make meaningful contributions to a changing world, St. Augustine's provides a balanced school curriculum that is tailored to meet the needs of a diverse society. Students are empowered to cultivate their talents by actively engaging in the learning process as well as extracurricular activities. Continuously maintaining a high standard and an ideal learning environment will ensure our success.

VISION

Every St. Augustine's College student will experience personal success. By developing critical thinking skills, they will become lifelong learners and productive citizens.

CORE VALUES

Religious Development – by developing a religious education curriculum suitable for young people of Bahamian culture, which will effectively teach both shared traditions of all Christians and for Roman Catholic students, specifically Catholic doctrines and practices; and by forming, in so far as possible, and with respect for differing religious convictions, a teaching staff that is sincerely committed to fostering the religious values of the school.

Self-Realization – by providing a wide range of learning situations and experiences, aesthetic, cultural and recreational, that enable all students to discover and develop their talents; and by guiding students to evaluate and appreciate the many areas of work available to them.

Human Relationships – by fostering an attitude of respect and kindness toward students; by the organizing of extra-curricular clubs and activities which have as their aim the development of concern for others and their social well-being; and by curricula which expose students to the cultures, beliefs, and practices of other nations and races.

Civic Responsibility – by learning situations and extra-curricular activities which expose the students to the political and judicial process of the Bahamian Government; and by holding on-campus ceremonies such as Flag Day; and by encouraging the involvement of guest speakers who can instruct the students about the Government of The Bahamas.

Economic Efficiency – by learning situations that focus on the dynamics of economic development and the impact of such development on the people of this nation and the world.

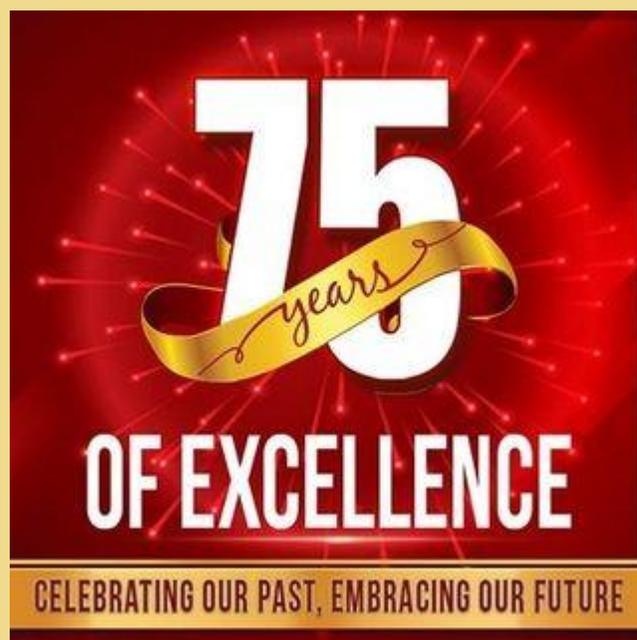
STRATEGIC DIRECTION: GUIDING PRINCIPLES

St. Augustine's College was established as the specific apostolate of the newly established St. Augustine's Monastery. St. Augustine's College is thus the first secondary level educational institution of the Catholic Church in The Bahamas. For years it was the only one. Its Benedictine heritage is unique. The contribution of St. Augustine's College to the social development of The Bahamas is a matter of record.

With the formal conclusion of their mission in The Bahamas in 2006, the Benedictines handed the responsibility of St Augustine's College to the Archbishop of Nassau.

Bearing this in mind, as we move forward the relationship between St. Augustine's College and the Catholic Board of Education must be closer and more consistent. The future leadership of St. Augustine's College must be clearly committed to this. This is without prejudice to the unique Benedictine heritage of St. Augustine's College.

-- **Most Reverend Patrick C. Pinder, S.T.D., C.M.G., Archbishop of Nassau (2019)**



ACADEMIC EXCELLENCE

ADMINISTRATION, FACULTY AND STAFF

Students value the sense of community, strong school spirit and collegiality at SAC. They appreciate the support that teachers and administrators provide. They yearn for even more as they push themselves to realize their full potential across diverse possibilities. They are driven to reach beyond existing boundaries, academically, athletically, as well as through the arts and other areas not yet tested. They similarly seek out ways to express themselves as active stakeholders in decisions that affect them. Building on this desire to be actively engaged, teachers are motivated to push beyond the expected and build meaningful relationships in support of student achievement and success.

The Senior Administration includes the Principal, Vice Principal, Dean of Students and Facilities Manager. There are 58 faculty members, including 2 Guidance Counsellors, Librarian, Public Relations Officer, and Nurse.

Of the faculty, 35% have an earned master's degree, and the majority (66%) have served ten or more years at the institution. Equally dedicated, are a staff of 8 serving as Security, Grounds, Janitorial and Maintenance employees, a Business Officer and 3 members of the clerical staff who are devoted to serving in various other roles.

PROGRAMMES

Saint Augustine's College is committed to a high standard of quality education, anchored in Catholic principles and values. In doing so, the institution aims to meet the needs of all its students, through various course offerings by grade level. In Grades 7 to 9 all students follow the basic core curriculum as established by the College with a choice of a Foreign Language (Spanish or French). At the end of Grade 9, each student selects a three-year course of study.



Teachers during World Teachers Day 2020

In the seventh and eighth grades, students take 12 courses: Art, Computer, English Language, English Literature, General Science, Mathematics, Music, Physical Education, Reading, Religion, Social Studies, and either Spanish or French.

In the ninth grade, one of the most academically rigorous levels, students take 13 courses. Computer, English Language, English Literature, Mathematics, Physical Education, and Religion remain the same. At this level, Reading as a subject is no longer a part of the curriculum, and General Science is divided into Biology, Chemistry, and Physics. Social Studies is divided into Geography and History. Students also take a foreign language, Spanish or French, as well as a fine arts course, either Music or Art.

It is envisioned that the exposure to these specific subject areas help students to think about possible career options.

All students must sit the Bahamas Junior Certificate (BJC) Examinations for the subjects of English Language, English Literature, Mathematics, Health Science, Religion, and Social Studies. If Art is chosen as an elective, the Art BJC examination must be taken.

At the end of the ninth grade, students choose four elective courses to take in the tenth through twelfth grades along with the six core subjects: Computer, English Language, English Literature, Mathematics, Physical Education and Religion. The elective options are Art, Biology, Chemistry, Physics, History, Geography, Spanish, French, Commerce, Economics, Accounting, and Food and Nutrition.

In the tenth grade, students begin preparation for the Bahamas General Certificate of Secondary Education (BGCSE) Examinations. At the end of this academic year, students are streamed into either core or extended Mathematics.

In the eleventh grade, students continue their preparation for the BGCSE examinations and also sit the SAT I in the second term.

Students whose performance demonstrates exceptional ability in English Language and Mathematics will be selected to take Advanced Placement (AP) English and Mathematics courses.

In the twelfth grade, all students sit the BGCSE Examinations in the subjects of English Language, English Literature, Mathematics, as well as all of their respective electives. Additionally, students who take Biology, Chemistry, and Physics will sit the Combined Science examination. Students take the SAT I and SAT II again in the first term.

Finally, students sit the Microsoft Office Specialist Certification Exam for Microsoft Word, Excel, and PowerPoint in the tenth, eleventh and twelfth grades, respectively.



Student Council Executives: Leaders in Training

STUDENTS



SAC is a Legacy Champion in BAISS

SAC's 805 students are comprised of 393 males and 412 females; 789 Bahamians and 16 non-Bahamians, and 188 Catholics and 617 non-Catholics (as of September 30, 2020).

The institution is committed to the growth and development of its students' physical, mental, and spiritual health.

Seventh grade students take part in a drug awareness seminar where they learn about the dangers of drugs and alcohol from professionals of the Royal Bahamas Police and Defence Forces, Department of Corrections, National Drug Council, and Sandilands Rehabilitation Centre.

Eighth grade students participate in a health and wellness seminar where they learn how to care for their bodies and navigate puberty. In the ninth grade, students participate in Career Week which gives them an opportunity to explore different careers presented by professionals in various fields. This guides them in deciding which academic path is best for their career goals.

Students in grades 10 through 12 participate in retreats which involve taking time away from their busy schedules, and the distractions of everyday life. It allows for the relaxation necessary for an inner change to occur and grow closer to God. Additionally, at the retreats, students also engage in activities that build class solidarity and teamwork.

There is always something to do at SAC with a variety of extracurricular clubs in which students can participate including Speech and Debate, Project Lead, Gaming, Art & Design, Marching Band, Student Council, Sewing, Discovery Club, Yearbook, Google CS, Student Christian Movement, UNESCO, Cheerleading, Helping Hands, as well as external clubs including The Governor General Youth Award Programme, Technical Cadets Corps Programme, Police Cadets, Nursing Cadets, Teacher Cadets, Bahamas Maritime Cadets, Gentlemen's Club, Debutantes, Gems, and Junior Achievement. Additionally, students also have the opportunity to work in teams and compete in the CFAL Investors Programme, Build-A-Bridge, and Accounting Bowl competitions.

St. Augustine's College is a household name in Bahamian athletics. Since the BAISS was established in 1988, SAC has won more than 36 volleyball, 46 basketball, 58 softball, and 27 track and field championships.

Over the decades, scores of SAC student-athletes have competed in the CARIFTA Games, many of whom have medalled. Most importantly, when student-athletes graduate from the institution, many of them receive full scholarships to attend Division One universities in the United States. In 2019 alone, seven SAC student-athletes received full academic and athletic scholarships to the University of Pittsburgh, Oral Roberts University, Kansas State University, University of Kentucky, Ohio State University, Clayton State University, and Purdue University.



Students Excelling in the Arts

FINANCES AND AFFORDABILITY

St. Augustine's College is incorporated as a non-profit organization and is committed to providing affordable quality education. The institution has been self-sufficient over the years and operates with a balanced budget funded primarily by reasonable tuition and other fees and an annual subvention from The Bahamas Government. The College also receives private donations from various sources for specific restricted purposes to enhance the overall development of school facilities and the curriculum. Although the College has an independent board, it operates under the full auspices of the Roman Catholic Archdiocese of Nassau, The Bahamas which provides the buildings and physical infrastructure for the institution.

CAMPUS FACILITIES

The Monastery, an original College complex which dominated the entire campus from the hilltop, was designed by the famous "Hermit of Cat Island", Monsignor Jerome Hawes. On January 13, 1947 the first classes were conducted in the new building which then became officially known as St. Augustine's College. In 1953, St. Mary's Hall was completed to house the auditorium, classrooms, library, cafeteria, and science laboratories.

From 1954 to 1966, the Headmaster's Annual Inter-School Track and Field Meets were held on St. Augustine's playing ground, since this was the only suitable place in Nassau for such an event. With the opening of the Queen Elizabeth Sports Centre in 1967, the venue was changed to that location.

The first Natural History Museum in The Bahamas was started at the college in 1962 under the direction of the late Mr Robert Hanlon, Biology Master. The College financed collecting expeditions to Andros, Acklins, Long Island, Great Inagua, Bimini, Eleuthera, Cat Island, San Salvador, Harbour Island, Exuma, and Ragged Island. With the construction of a new science complex in 1970 better facilities were provided for extended study of Bahamian flora and fauna. The last building which the founder and headmaster, Father Frey, started in 1963, but did not live to see completed, was the Athletic Building.

During the 1980s the complex was further expanded with a changing room for girls, a Home Economics block, and a Fine Arts building for music and art classes. The library was expanded to include an audio-visual room. The first computer lab with thirty computers was opened in September 1990 and the new Administration Building was completed in February 1983 to replace the old one destroyed by fire.

The initial computer lab was completely refurbished in 1996 and upgraded in 2018. In October 1998, the school dedicated two computer labs on the upper campus. The Br. Barry Gearman Lab (Room 144) was named after the Benedictine monk who worked in the college and monastery from 1981 until his death in March 1995. The second lab was named after Deacon Leviticus Adderley. The school now has three computer labs for classes, and Computer Studies is mandatory for students to take in grades 7 through 12.

In keeping with the increased enrolment, fluctuating just over 800 to 1,020, and to meet the expanded course electives, ongoing efforts have focussed on infrastructural enhancements to meet the students' needs and preparation for a modern, technological society and challenges that lie ahead. When the 140's block, which housed the staff room, a biology lab and classrooms, was destroyed by fire in February 2000 a refurbished building was constructed and re-dedicated in November 2001. The building is now called The Benedictine Building in honour of the many Benedictine monks that have served the College from its inception.



Field of Dreams: [Campaign for Expansion](#) (Video by Parish Guillaume '08)

LEADERSHIP AND GOVERNANCE

St. Augustine’s College was incorporated in 2004 under the Companies Act of the Commonwealth of The Bahamas as a non-profit company operating under the Roman Catholic Archdiocese of Nassau. The Members of the Company as stated in Articles of Association include “those persons holding the office of Roman Catholic Archbishop of Nassau, Bahamas, the Prioress of Saint Martin’s Monastery, the Vicar General of the Roman Catholic Archdioceses of Nassau, Bahamas and the Chancellor of the Roman Catholic Archdiocese of Nassau, Bahamas and shall further be comprised of either a Benedictine Monk or a Benedictine Sister who resides in The Bahamas” (Article 4).

The Board of Directors is the entity having managerial and administrative oversight of the business and affairs of the College save certain actions that are subject to the approval of the Members to be valid. These actions include the appointment of the Principal; construction or additions to the existing facility; raising or securing of the payment or repayment of any issue of bonds, stock, notes or other obligations of the College; debt or borrowing. (Article 38).

As of September 2020, the Board of Directors comprises 10 members including the Principal of the institution who serves as an ex-officio, non-voting Director.

AN AGENDA FOR LEADERSHIP

The incoming Principal of St. Augustine’s College will be a mission-driven, entrepreneurial leader who is able to advance innovation and strengthen the institution for long-term success while embracing the rich heritage and values of the institution and building upon the vibrant school spirit. The next leader must be capable of collaborating with a diverse stakeholder base, including students, teachers, staff, parents, and alumni. The partnership with the Catholic Board of Education, the Office of the Archbishop of Nassau and the Board of Directors will be a key element in the future advancement of the institution. Transitioning the College, its faculty and staff, to its next phase of academic excellence and relevancy in a continuously and rapidly evolving local and global secondary school market demands a leader who is a bold and ambitious team builder, spiritually centred and committed to the Catholic faith and its continuing educational mission in The Bahamas.

Representatives from the SAC campus community, alumni, as well as the leadership of the Board of Directors, Members of the College and Office of the Archbishop were engaged through a survey questionnaire and focus group sessions to discern the qualities sought in this next leader. What emerged were the following traits desired for the new Principal.



Preparing Students to Engage Technologically

MISSION DRIVEN AND GROUNDED IN THE CATHOLIC FAITH AND EDUCATION

St. Augustine's College is a closely knit community committed to the heritage and the development of all students in its care, as advocated by its founders, the Benedictines. The next Principal will be forward-thinking, with the ability to advance innovation while embracing this heritage, and have a Catholic identity with a commitment to service and social justice, encouraging these qualities in students. It is expected that the successful candidate will lead sustained efforts aimed at deepening the Catholic School culture within the wider Archdiocesan Educational System in which the institution exists. The next Principal must have experience navigating diverse views and must demonstrate this collegial spirit through a strong, active, personal faith.

COMMITMENT TO THE SAC LEGACY, WITH THE ABILITY TO ARTICULATE A VISION

The SAC legacy is one that is widely known and respected throughout the Bahamian community. The new Principal will be charged with building upon this legacy in ways that realise strategic goals and opportunities. Toward this end, the successful candidate will have an understanding and appreciation for the complexities of institutional change and strategic planning and be able to articulate a vision thoroughly supported by internal and external stakeholders. Despite the challenges of the COVID-19 pandemic, this is a time in the educational sector that calls for bold visioning and re-imagining that goes beyond the traditional. The incoming Principal will be knowledgeable about educational trends and reforms and prepared to think and plan strategically with stakeholders to develop a blueprint on which the institution can thrive, not just sustain its current status.

KNOWLEDGE OF CURRICULUM MATTERS

As the academic leader, the new Principal will have knowledge of national, regional and international education systems. The successful candidate will also possess a thorough grounding and understanding of curriculum

matters, specifically pedagogy and how to leverage the power of various technologies in the teaching-learning process, and the role of educational assessment.

The new Principal will be one who is able to engage dialogue across subject disciplines, from a broad perspective, and is thus respected by members of the teaching staff as well as parents and the wider public. An instructional leader committed to supporting all students, the successful candidate will have the ability to articulate and advocate for the creation of conditions necessary for setting high standards and improving the achievement of all students. Toward this end, the new Principal will be charged with engaging faculty to ensure that curricula programming is kept current with the rapidly changing world and student needs, and that students' full potential is realised.



Faculty Committed to Excellence



ACCOMPLISHED LEADERSHIP RECORD AND TEAM BUILDER

The new Principal will be a skilled collaborator, with the ability to deal fairly with teachers, staff, students and parents. The successful candidate will be able to recommend changes in the administrative and organisational structure in keeping with best practices. In this regard, s/he will be a team leader and builder, able to facilitate change, build an effective team and listen to and engage diverse constituencies in working toward shared goals. Also, the ability to function adeptly within an 'educational corporate governance framework', balance relationships across internal and external stakeholder groups, the Board of Directors, the Office of the Catholic Board of Education and the Office of the Archbishop will be key.

SUSTAINING A SAFE, SECURE AND HEALTHY SCHOOL ENVIRONMENT

Ensuring the safety and security of all constituents within a healthy school environment is a key responsibility of the Principal. The successful candidate will be knowledgeable about and have the capability to support and facilitate the continued implementation of the VIRTUS programme developed by the National Catholic Risk Retention Group in the United States.

In addition, working in concert with the Plant Manager, facilities, security and maintenance staff, necessary oversight must be provided to safeguard against any infrastructural risks and liabilities that might arise. Similarly, working alongside the Office of the Archbishop and Board of Directors, the new Principal must pay attention to the campus and surrounding grounds to address deferred maintenance as well as newly-conceived needs in terms of campus improvements. Finally, the Principal will facilitate the development of a comprehensive Disaster, Safety and Maintenance Plan as a key component of the overall institutional Strategic Plan.

FINANCIAL ACUMEN

The ability to develop and manage budgets and allocate resources is a critically important characteristic of the Principal. An understanding of the issues affecting educational institutions (student access and affordability; funding;

alumni/donor support; physical infrastructure and facilities; access to innovative technology; parental engagement; innovative curriculum; professional development of teachers and administrators etc.) will be important in this new educational environment as resource management decisions are made among competing priorities.

Simultaneously, the successful candidate must have a keen acumen and potential to build successful connections which will support donor relations and fundraising opportunities in an increasingly competitive, tuition-driven budget environment.

STUDENT LIFE, CO-CURRICULA ACTIVITIES AND ATHLETICS

An understanding and appreciation for the co-curriculum in the development of the whole student is critical to the success of the educational institution. For SAC, it will be key to understand the importance of athletics as a part of the institution's DNA as well as the need to expand the co-curriculum to meet the needs of students gifted in other ways. This will be an important leadership agenda item.

ENHANCE SAC'S COMPETITIVE EDGE

The increasingly competitive educational space demands that institutions wishing to attract students can no longer count on blind loyalty from alumni and newcomers alike. The integration of current technologies, for the institution's operational and academic effectiveness is critical. Ensuring appropriately qualified teachers and staff are also key contributors to students' preparation for university and for living and working in the 21st century. The incoming Principal will need to innovate and prioritize in an ever-changing and increasingly costly technology environment.

Finally, greater efforts must be made to market one of the best-kept secrets in The Bahamas, that St. Augustine's College is not only the athletics powerhouse known as the "Big Red Machine", but that is an institution devoted to the principles of Catholic education and founded by the Benedictines who gave the name of a patron saint, Saint Augustine, a Benedictine monk.



Big Red Machine: Supported by SAC Alumna and Olympic Gold Medallist Shaunae Miller-Uibo '12

LEADERSHIP AND PERSONAL QUALITIES

The next Principal will bring demonstrated success in mid- to senior-level leadership that includes the management of a complex organization. Among the experiences, qualities, and qualifications sought in the next candidate are:

- A practicing Catholic with a strong appreciation of the distinctive values and mission of the College, its Catholic heritage, and the spirit of its founders, the Benedictines, all creating the institution's rich tradition;
- An understanding of the issues affecting secondary schools, broadly and Catholic schools specifically, in The Bahamas and beyond;
- Keen financial acumen and entrepreneurialism in generating and using resources strategically; the ability to build successful connections with external constituencies and partners, including donors, benefactors and fundraising;
- An understanding of the complexities of institutional change and exposure to strategic planning;
- Effectiveness working collectively and collaboratively in an 'educational corporate governance environment';
- An individual who relates easily and comfortably with a diverse population and possesses excellent interpersonal and communication skills;
- An empowering servant leader who exhibits a generosity of spirit; and
- An individual who is unwaveringly optimistic and exhibits high energy and charisma.

A minimum of 10 years' mid- to senior-level administrative experience with a graduate degree in Education or related field and intimate knowledge of The Bahamas and its educational system are required.



His Grace Patrick C. Pinder, S.T.D., C.M.G., Archbishop of Nassau and SAC Alumnus '71

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Search Consultant and Chair of the St. Augustine's College Principal Search Committee, Dr Linda A. Davis is assisting the Archdiocese of Nassau to whom the ownership of St. Augustine's was transferred in 2006 by the Order of St. Benedict. Confidential conversations about this exciting opportunity may be arranged by contacting her via the following email address:

[**SACPrincipalSearch@cec.edu.bs**](mailto:SACPrincipalSearch@cec.edu.bs)

Applications and nominations should be sent to [**SACPrincipalSearch@cec.edu.bs**](mailto:SACPrincipalSearch@cec.edu.bs)

Applications should consist of a detailed letter of interest, a current curriculum vita, and a list of five references with contact information and an explanation of the working relationship with each. At least one reference should be from the applicant's pastor. References will not be contacted without the explicit permission of the candidate.

For full consideration, applications should be submitted by **February 9, 2021**.

Additional information about the institution can be found at [**www.saintaugustinescollege.com/**](http://www.saintaugustinescollege.com/)

No hard copy applications will be accepted.

