



Overview

Divine Savior Holy Angels High School (DSHA) is a dynamic Catholic college-preparatory educational environment composed of close to 700 young women, 100 dedicated and talented faculty and staff, involved and supportive families, and an alumnae community with more than 15,000 graduates. While grounded in 129 years of legacy and tradition, the school is committed to a progressive, innovative, and integrated approach to education. The school is sponsored by the Sisters of the Divine Savior and dedicated to their mission to make known the goodness and kindness of Jesus Christ. DSHA seeks to develop young women who accept the gospel call to live lives that make a difference.

DSHA seeks an innovative and passionate leader as its Director of Diversity, Equity, and Inclusion. This person will lead the work of diversity, equity, and inclusion in an administrative leadership role at the school.

Mission

Divine Savior Holy Angels High School is a Catholic college-preparatory high school for young women that excels at developing the whole person. Sponsored by the Sisters of the Divine Savior and grounded in their mission to make known the goodness and kindness of Jesus Christ, we develop our students into capable young women of faith, heart and intellect who accept the gospel call to live lives that will make a difference.

At a Glance

Founded: 1892
Total students: 681
Students of color: 32%
Non-Catholic student enrollment: 17%
Total faculty: 54
Faculty with or working toward advanced degrees: 83%
Student/teacher ratio: 13:1
Students receiving financial aid: 40%

The School

As a Catholic high school, DSHA is grounded in the beliefs and celebrates the traditions of the Catholic Church while fostering faith development in students, faculty, and staff. DSHA provides exemplary academic and co-curricular opportunities which help students realize their true potential and inspires a

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passion for life-long learning, rooted in courage, innovation, and integrity. As a high school for young women, DSHA cultivates confident young leaders who employ their gifts in the service of others, who positively impact their communities and the world, and who are sought after as creative problem-solvers and engaged collaborators.

DSHA promises a financial and mission-based commitment to a student body comprised of diverse young women with different gifts, perspectives, and life experiences. DSHA is committed to providing an environment that is welcoming, inclusive, and equitable for all. DSHA is accredited by the North Central Association of Colleges and Schools.

[Sisters of the Divine Savior](#)

Inspired by a passion to serve others and make known the goodness and kindness of Jesus Christ, the Sisters of the Divine Savior are active in a number of sponsored and collaborative ministries, both in the United States and around the world. Their ministries use a variety of ways and means to respond to the needs of people, and include a presence in education, health care, religious formation, pastoral care, social work, peace and justice initiatives, and the arts. The DSHA mission is rooted in theirs, and the Sisters of the Divine Savior are a vital and welcoming presence on our campus.

Diversity, Equity, and Inclusion

All DSHA students, faculty, and staff are called to embrace the dignity and talents of each and every individual in the school community as well as in society at large. DSHA strives to build an inclusive campus for students, the families that support them, and our community of colleagues.

When the school uses the word “diversity,” they refer to the myriad of personal experiences, values, perspectives, talents, and worldviews that arise from differences in culture and circumstance. These differences include gender, ethnicity, language, religion, socioeconomic status, and sexual orientation. DSHA values diversity among the students they recruit, and the staff they hire. They are committed to making a DSHA education an accessible reality to any qualified student.

DSHA promotes and supports diversity through a range of curricular and co-curricular offerings, including as well as through programmatic pastoral and experiential learning. The school strives to model and live respect, love, and openness to the world in all they do, always reminded that they are rooted in Catholic faith and its [Catholic Social Teaching](#). [See the Archdiocese of Milwaukee's Catholic Social Responsibility Guidebook.](#)

Academics

From four years of theology and dual credit classes to a curriculum filled with electives allowing girls to explore their passions, DSHA has long tradition of academic excellence, leading to 100% of students attending college annually. The school’s college preparatory curriculum challenges each student to think critically and communicate effectively while preparing for her college experience. While the curriculum is rigorous, DSHA faculty, administrators and counselors will emphasize the importance of balance in a

student's academic course load, along with all other aspects that make up the whole-person education at DSHA.

DSHA offers a number of opportunities for students to enter college with earned credits through two types of classes: Dual-Credit/Concurrent Enrollment and Advanced Placement classes. With 30 total classes across eight departments, there are multiple opportunities for students across a wide range of disciplines and interests.

Student Support

The DSHA Student Services Department is student-centered, community-focused, and fully dedicated to the social, emotional, academic, college, and career needs of our students. School counselors, college advisor, and support staff ensure that every student can pursue her dreams. The department has a student-counselor ratio of 226:1 to make sure she has the support to do so. Student Services provides college counseling support across all four years, consulting individually with students, parents, and teachers/staff, developing individual plans for pursuing college and career goals, scheduling college visits and admissions representative meetings, coordinating standardized tests (HSPT, Pre-ACT, PSAT, AP, and ACT), and facilitating college scholarships and awards.

College Acceptances

Students from the class of 2021 were accepted to the following institutions, among others:

Agnes Scott College
American University
Berklee College of Music
Boston University
Brandeis University
California Polytechnic State University-San Luis Obispo
University of California-Berkeley University of California-Davis University of California-Irvine University of California-Los Angeles University of California-San Diego University of California-Santa Barbara University of California-Santa Cruz
Carnegie Mellon University
University of Chicago
Columbia University
Dartmouth College
Emory University
The Evergreen State College
George Washington University
Georgetown University
Howard University
Indiana University-Bloomington
The Juilliard School
Maryland Institute College of Art
Massachusetts Institute of Technology
University of Massachusetts-Amherst

University of Michigan-Ann Arbor
University of Minnesota-Twin Cities
New York University
University of North Carolina at Chapel Hill
University of Notre Dame
School of the Art Institute of Chicago
University of Southern California
Spelman College
Syracuse University
The University of Texas at Austin
Vanderbilt University
Vassar College
University of Wisconsin Madison
Yale University
[See Full List](#)

The Arts

DSHA provides a holistic arts education in the fine arts areas of theatre, music, and visual arts. The curriculum is designed around the Wisconsin State and National Standards for Arts Education. In addition to critical thinking, students experience the arts as a means for communication, leadership and being a believer. Studio courses include multiple techniques for different learner styles including lecture, visuals, group work, oral presentations, demonstrations, and art museum visits and research.

Through the involvement of eight theatre classes and four productions, DSHA students in the Theatre Department gain confidence as communicators and public speakers while mastering critical thinking skills on stage and behind the scenes. Students learn in a fun and caring environment that teaches the importance of teamwork and dedication while expanding their abilities in acting, singing, dance, carpentry and other technical theatre skills. The purpose of the Visual Arts Department is to provide for a success-oriented environment, through a series of visual art experiences that encourage and reinforce the processes of critical thinking: observation, perception, imagination, cognition, incubation, action and problem solving.

The Fine Arts Music Department desires to provide an opportunity—regardless of individual talent and level of experience—to develop the whole person through musical expression. Goals for participation in both instrumental and choral ensembles include music literacy, skill development, musical awareness, and teamwork.

Athletics

Both DSHA's health and fitness curriculum and athletic department emphasize each student's responsibility for her own health and well-being. The Health and Fitness Curriculum is based on the seven-dimensional wellness model with an emphasis on social, emotional, physical and spiritual wellness. DSHA is committed to preparing students to become advocates for their own health and well-being.

The DSHA Athletic Department is committed to academic success, with over 84% of student-athletes on the honor roll. Athletic teams at DSHA include basketball, cross country, field hockey, golf, gymnastics, ice hockey, lacrosse, rugby, ski, soccer, softball, swim & dive, tennis, track & field, and volleyball. The program also values athletic excellence, teamwork, leadership, service to others, and sportsmanship. DSHA has earned a competitive reputation in the state of Wisconsin with a number of championships across 15 varsity sports. The school is also home to eight non-cut sports, where students of all experience and ability levels are encouraged to compete. Over 65% of the student body participates in interscholastic sports.

School Life

The spirit of the community among DSHA students is one of warmth and support and can only truly be known through experience. Whether students are cheering one another on during an all-school assembly, serving together in the Milwaukee community, or joining one of the more than 30 cocurricular clubs, the community of sisterhood is one that lives well past the brick and mortar of DSHA, and certainly beyond graduation.

Faith Formation

Rooted in Salvatorian service and sponsored by the Sisters of the Divine Savior, DSHA offers multiple opportunities for girls to grow as spiritual individuals and as young women leaders in the Church. A thriving, student-driven Campus Ministry, daily opportunities for prayer and worship, 22,000+ hours of student service each year, and eight semesters of theology combine to allow for an integrated faith formation for each girl. The DSHA Campus Ministry department aims to promote students' Catholic Christian identity by supporting students through opportunities to deepen their faith and to grow as young women leaders in the Church – both as individuals and within community. Whether through allschool Mass, participation in the Liturgical Seasons, or taking the time during a Wellness hour for quiet prayer in the Mother of Our Savior Chapel, students are encouraged to live out, explore, and grow in their faith through multiple prayer and worship avenues.

Campus

Located on a twenty-acre campus in a residential area of the northwest side of Milwaukee, Divine Savior Holy Angels High School draws students from the metropolitan Milwaukee area and surrounding counties. Campus is home to state-of-the-art academic, arts, worship, and athletic facilities, including new classrooms, a blackbox theatre, art and music suites, spacious gymnasium, a well-equipped library, a recently built chapel, and a fine arts theatre.

Milwaukee, WI

With a population of nearly 600,000, the city of Milwaukee offers a Midwest lifestyle including idyllic lakefront views along the shores of Lake Michigan. The city is more than just cheese curds and beer.

Milwaukee is home to the historic Third Ward, Harley-Davidson, and the “world’s largest music festival”, Summerfest. Residents enjoy an affordable cost of living, great employment opportunities, familyfriendly activities, beautiful parks, and vibrant dining scene. The cost of living in Milwaukee is 13% lower than the national average and 9% lower than the Wisconsin average.

Milwaukee is home to a variety of attractions including the Milwaukee Art Museum. The museum’s farreaching collection includes nearly 20,000 works from antiquity to the present, with important collections of American decorative and contemporary arts, German Expressionism, folk, and Haitian art. The city has a lively theater scene featuring the renowned Milwaukee Repertory Theater and other groups. Discovery World is a popular waterfront museum with interactive science exhibits, learning labs, theaters and studios, and fresh and saltwater aquariums. And there are the Brewers and the Bucks, both successful and popular professional sports franchises. Wisconsin in general offers easy access to quality education, plentiful year-round outdoor recreation, friendly communities, and a strong family orientation.

Opportunities and Challenges

Challenges:

- To articulate the Catholic mission and the DEI mission as complimentary to one another.
- To lead the work of DEI in an administrative leadership role at the Catholic school.
- To help a community clarify and articulate what DEI work means for Catholic schools.
- To bring divergent thought communities together on issues related to DEI.

Opportunities:

- To lead organizational, strategic DEI work in a supportive Catholic school environment backed by the board, sponsoring order, and consistent with [the Archdiocese of Milwaukee's Catholic Social Responsibility Guidelines](#) and [Catholic Social Teaching](#).
- To help lead DEI work at a dynamic Catholic, girls’ school.
- To create the “road map” for DEI work at a Catholic school with a supportive leadership team.

Desired Qualities and Qualifications

To excel in this role, DSHA’s Director of Diversity, Equity, and Inclusion should possess:

- An appreciation for the Catholic mission and how it informs DEI work.
- Prior experience in leading organizational change.
- Prior experience in DEI work.
- An appreciation for mid-Western culture.
- A passion for Catholic, girl’s education.

To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Lawrence Alexander

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