



GARCES MEMORIAL HIGH SCHOOL

Developing students spiritually, academically, and socially since 1947

Kent Hickey – Garces Goals – 2022/2023 – DRAFT – (NB: not necessarily in order of importance)

1. Prepare for the permanent president hire by successfully transitioning to the president-principal governance model (requiring review and modifications of organizational structure, systems, personnel placements, operations, and appropriate protocols).
2. Working in partnership with Principal Chambers, nurture and develop an exceptional, mission-driven leadership team.
3. Grow in understanding of school culture and maintain visible presence in the community and school life.
4. Serve as the primary connection point and liaison for essential constituencies such as the Bakersfield Catholic Education Foundation, Advisory Board, and Hail Mary Club.
5. Spiritual Endowment*: Enthusiastic embrace of our Catholic mission in word and deed with emphasis on *cura personalis* as the cultural norm.
6. Capital Endowment*: Through analysis of past feasibility studies and stakeholder input, create a compelling Case Statement in support of campus and endowment goals.
7. Human Endowment*: Primary foci on just wage growth for employees, safety/security of community members, and financial aid growth.
8. Increase awareness of the importance of the Annual Fund - especially in the parent community - thereby increasing support (number of donors and giving levels).
9. Lead an Admissions Team grounded in a personalized, relationship-centered approach with an enrollment goal of 600 within three years.
10. Grow as a companion of Jesus Christ – that my faith may become more robust and deeply interwoven within my life and with the companions with whom I live and work. (Taken verbatim from goals when I began as head of two Catholic high schools, one in 1999 and the other in 2007.)

*The Triple Endowment that grounds the work and perspective of the president: Spiritual, Human, and Capital.