

# Baton Rouge High School and Baton Rouge High School Foundation



## **School Mission**

The mission of Baton Rouge High School is to provide a college preparatory curriculum that will enable students to be lifelong learners, critical thinkers and ethical citizens who can function in an increasingly technical, diverse and global environment.

## **School History**

Founded in 1880, Baton Rouge High School is a public magnet school that provides an award-winning college preparatory and visual and performing arts curriculum. BRHS is part of the East Baton Rouge Parish (EBRP) School System with a student body of approximately 1450 students representing every zip code in the district. The school offers fifty-four Honors, Advanced Placement, and Dual Enrollment courses that motivate students to excel beyond the normal challenge at each grade level. They bring, along with their academic prowess and artistic talents, a wealth of cultural backgrounds and richness of experience, unmatched by any other high school in the region.

Academically, the school provides the opportunity to build a solid college preparatory background. With the added benefit of earning early college credits, the school is unique in that it is the only high school in the nation with both streaming AM and FM student-operated stations. The Arts are alive and well at BRHS!

Students who enjoy creative venues can find a vehicle for their talents in both the regular and talented arts programs.

Competition is at its best at BRHS as it continues the tradition of having students recognized by the National Merit Scholarship Corporation. Although students do not have the traditional baseball, basketball, and football programs, students do have the opportunity to participate in field varsity teams for both boys and girls in track, cross country, swimming, golf, bowling, soccer, gymnastics, wrestling, tennis, and volleyball. BRHS has won state championships in a number of these interscholastic sports.

“The legacy of excellence” continues at Baton Rouge High School. The renovated facility of more than 360,000 square feet has broadened an already amazing program with the addition of an impressive library media center, gymnastics facility, professional track, state-of-the art radio and television studios, along with an amphitheater and two black box theaters.

Continuing to build on the legacy of excellence established so many years ago, BRHS is the place to train students for a world filled with challenges but vibrating with promise.

### **Baton Rouge High School Foundation**

In 1995, a group of alumni founded the Baton Rouge High School Alumni Association to foster fellowship among graduates and encourage philanthropic giving for Baton Rouge High School. In 2010, the members voted to transform the former association into a foundation, providing for greater opportunities for alumni to give back to their alma mater. The Baton Rouge High School Foundation serves a vital function in providing funds for unmet educational needs in the three pillars of education--Academics, Arts and Athletics.

In addition to raising funds for unmet needs, the Foundation coordinates alumni participation in school events, as well as guest speaker and volunteer opportunities at the school. It also provides assistance to alumni in reunion planning and conducts tours of the campus.

### **BRHS Foundation Mission**

Baton Rouge High School Foundation's mission is to encourage philanthropy and fellowship of alumni, parents and the community so that Baton Rouge High School will continue to advance in educational excellence, student achievement and national prominence.

## **The Legacy of Excellence Continues**



## Baton Rouge High School Foundation

### POSITION DESCRIPTION

Job Title: Executive Director	Department: Executive
Reports To: Board of Directors	FLSA Status: Exempt
Employee Status: Regular, Full-Time	Work Schedule: 40 hours weekly
Location: BR High School-2825 Government St. 70806	

#### NATURE AND SCOPE OF POSITION

The Executive Director is responsible for the overall strategic and operational success of the organization's staff, programs and expansion relative to the execution of its mission.

#### PRIMARY QUALIFICATIONS

Education:	<ul style="list-style-type: none"> <li>Bachelor's Degree from an accredited university is desired.</li> </ul>
Preferred:	<ul style="list-style-type: none"> <li>Baton Rouge High School graduate.</li> </ul>
Work Experience:	<ul style="list-style-type: none"> <li>Some experience in an executive or management level position is desired; experience in a not-for-profit organization is preferred.</li> </ul>
Special Skills:	<ul style="list-style-type: none"> <li>Exceptional written and verbal communication skills and the ability to effectively utilize those skills across diverse audiences.</li> <li>Ability to build strong relationships with key stakeholders: school personnel, donors, volunteers, staff and Board of Directors.</li> <li>Exhibits a high degree of professionalism including the ability to maintain the highest level of confidentiality.</li> <li>Ability to demonstrate critical thinking and analytical skills.</li> <li>Effective leadership and interpersonal skills.</li> <li>Computer literate with the capability of performing at an intermediate or advanced level with respect to the Microsoft Office Suite of products &amp;/or similar software applications along with QuickBooks and other bookkeeping specific software.</li> <li>Ability to utilize technology and social media to advance the mission of the Foundation.</li> <li>Highly organized and capable of directing multiple projects in a fast-paced environment.</li> <li>Ability to adapt and work effectively in an educational environment.</li> <li>Ability to inspire and motivate others to perform well; accepts feedback from others.</li> </ul>

#### AMERICANS WITH DISABILITY SPECIFICATIONS

##### Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee required to and must be able to regularly climb stairs, to stand, walk, sit, use hands to finger motions, stoop, kneel, crouch or crawl, talk or hear, taste or smell. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to focus.



## Baton Rouge High School Foundation

### POSITION DESCRIPTION

#### **Work Environment:**

Work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is exposed to weather and internal climate conditions prevalent at the time. The work environment is located on a high school campus and is that of an educational institution serving an adolescent population. The noise level in the work environment is usually moderate and respects the school and student environment.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

#### **Mission and Leadership:**

- Displays unwavering commitment to our Mission: “To encourage philanthropy and fellowship of alumni, families of students, faculty and the community in order that Baton Rouge High School will continue to advance educational excellence, student achievement and national prominence.”
- Ensures that the services offered are aligned with the Mission, Vision and Values of the organization and are administered through appropriate, established guidelines.
- Maintains a culture of personal and business integrity by adhering to a code of conduct and ethics consistent with non-profit work and ensures those same qualities are exhibited by the organization’s employees and support personnel.
- Works effectively in the high school environment with educational staff, faculty and administration.

#### **Strategic, Financial, and Operations Management:**

- Develops and executes, in collaboration with the Board of Directors, a Strategic Plan to meet the financial and service goals of the organization. Identifies long and short-term goals consistent with Strategic Plan initiatives and establishes realistic plans to reach them.
- Schedules Board meetings on a recurring basis and complies with monthly and quarterly reporting procedures as directed by the Board.
- Promotes innovative thinking and maximum input from support personnel by creating an inclusive environment in which all members feel valued – structuring activities, committees and planning sessions that welcome their contributions.
- Establishes and maintains efficient processes for budget and cost control and oversees critical financial control and accounting processes.
- Communicates budget concerns and adjustments to Board of Directors in a timely manner and provides solutions to offset anticipated or actual shortfalls/debits.
- Provides complete and timely financial information to the Board of Directors.
- Promotes services to the community in a manner that increases awareness and understanding of these initiatives.
- Oversees annual giving, fund-raising, donor development, planned giving, corporate sponsorship, special events and grant procurement.
- Seeks out innovative methods to increase revenue stream.
- Forms strategic alliances with school administration, like organizations and third-party vendors.



## Baton Rouge High School Foundation

### POSITION DESCRIPTION

#### **Supervisory and Resource Management:**

- Attracts, retains and develops internal talent that can interact with a diverse school population.
- Recruits potential board candidates who have exhibited a passion for Baton Rouge High School combined with philanthropic stewardship.
- Monitors effectiveness of staff and balances available resources to ensure maximum productivity.
- Engages staff in appropriate levels of organizational development and encourages innovative ideas and Foundation development.
- Monitors the effectiveness of individual job performance; identifies & develops needed policies and procedures.
- Provides counseling and guidance to direct reports inclusive of, but not limited to, employee relations, performance management and compensation issues.

#### **Community Involvement:**

- Maintains a strong, well-respected presence in the community by engaging in local and regional functions and events.
- Maintains community networking relationships and continually looks for new opportunities for community outreach.
- Partners with corporate, civic and other associations and organizations to ensure continued awareness of local and national events and opportunities that impact the school.
- Serves as the face of the organization, delivers information and reports with tact and diplomacy and interacts with the press and media in a professional manner.

#### **General:**

- Provides courteous and prompt service to all stakeholders. Prioritizes and addresses requests and assignments in a professional manner to develop cooperative relationships and to assure confidentiality.
- Identifies opportunities and recommends methods to improve service, work processes and financial performance, e.g. expense management. Assists in the implementation of quality improvement initiatives.
- Assists co-workers in the completion of tasks and assignments to ensure continuity of service. Orients new co-workers or volunteers and actively supports teamwork throughout the organization. Develops support staff to their full potential
- Performs other duties as required.

### COMPETENCIES:

To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this job.

**Delegation** – the individual delegates work assignments, gives authority to work independently, sets expectations and monitors delegated activities.

**Judgment** – the individual displays willingness to make decisions, exhibits accurate and ethical judgment and makes timely decisions.

**Management skills** – the individual includes staff in planning, decision-making, facilitating and process improvement; makes self available to staff; provides regular performance feedback; and develops subordinates' skills and encourages growth.

**Oral & Written communication** – the individual speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills and conducts meetings; writes in a professional manner and can accurately proof-read all correspondence.



## Baton Rouge High School Foundation

### POSITION DESCRIPTION

**Planning/Organizing** – the individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans.

**Problem Solving** – the individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully.

**Quality management** – the individual looks for ways to improve and promote quality and demonstrates accuracy and thoroughness.

**Relationship Building/Networking** – builds rapport and develops alliances with a broad range of people, highlighting common interests and aspirations.

**Safety and Security** – the individual actively promotes and personally observes safety and security procedures and uses equipment and materials properly.

**Status Reports** – keeps Board of Directors informed of progress and obstacles related to ongoing tasks and projects.

**Technology**—ability to effectively utilize technology and social media to communicate and advance the mission of the Foundation.

**NOTE:** This job description is a summary of the primary duties and responsibilities of the position. It is not intended to be a comprehensive listing of all duties and responsibilities. The Baton Rouge High School Foundation reserves the right to change this description at its discretion.

#### TO APPLY

**NOTE: Applicants—Please DO NOT call or contact Baton Rouge High Foundation or Baton Rouge Magnet High School. All applications, résumés and correspondence regarding the position should be directed to the email address listed below.**

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

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

[BRHSF\\_Recruiting@inolect.com](mailto:BRHSF_Recruiting@inolect.com)

Baton Rouge High School Foundation does not discriminate on the basis of age, gender, religion, race, color, sexual orientation, gender identity, genetic information, disability, or national or ancestral origin in the administration of its educational policies, scholarship and loan programs, athletic and other School-administered programs, or in the administration of its hiring and employment practices. The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

# Baton Rouge Magnet High School

2825 Government St.  
Baton Rouge, LA 70806  
(225) 383-0520 • Fax (225) 344-7413

URL: <http://brmhs.com>  
CEEB/ACT Code 190179

Principal  
Nanette McCann  
Associate Principal  
Dr. Louis Moore  
Associate Principal  
Shaun Feinberg  
Associate Principal  
Edward Hunter

Counselors

Senior  
Sean Borders  
Junior  
Erika Levett  
Sophomore  
Tiffany Banks  
Freshmen  
John Pierre LaFleur

## Profile 2019-2020



### ADMINISTRATION

Admissions  
Brigitte Fortenberry  
Athletic Director  
Dayna Kohn  
TOR Moderator  
Yvonne Whitley

### GUIDANCE SERVICES

Testing Coordinator  
Michael Davis  
Librarians  
Betty Brackins  
Dr. Deleon Awill

### RECOGNITION

2019 Magnet Schools of America School of Excellence  
2019 East Baton Rouge Teacher of the Year  
2019 East Baton Rouge Principal of the Year  
2019 East Baton Rouge Counselors of the Year  
2019 National Beta School of Distinction  
2019 1<sup>st</sup> Place State and Regional Science Bowl  
2019 1<sup>st</sup> Place State Science Olympiad  
2019 1<sup>st</sup> Place State Mu Alpha Theta

2019 LDOE "Top Growth" Outstanding School  
2019 2<sup>nd</sup> Place MOS World Championship - Excel  
2019 1<sup>st</sup> Place State Junior Classical League  
2019 State Boys Champions Gymnastics  
2019 Key Club 2nd Place International Scrapbook  
2019 Sweepstakes Awards in State and District Choir  
2016 National Green Ribbon School  
2015 National Blue Ribbon School

**Mission:** The mission of Baton Rouge Magnet High School is to provide a college preparatory curriculum that will enable students to be lifelong learners, critical thinkers, and ethical citizens who can function in an increasingly technical, diverse and global environment.

Baton Rouge High School became a dedicated magnet high school in 1976 with the mission of raising standards and developing the artistic talents of its students. Academically, the school provides the opportunity to build a solid college preparatory background. The school offers fifty-four Honors, Advanced Placement, and Dual Enrollment courses that motivate students to excel beyond the normal challenge at each grade level. The school is unique in that it is the only high school in the nation with both streaming AM / FM student-operated stations. With seventy-seven clubs and organizations for students, we encourage character building to build the culture of our school. The school continues its legacy of excellence each year by recognizing National Merit Semi-Finalists and Presidential Scholar Candidates Scholars and over 270 Advanced Placement Scholars.

The World Language department is particularly involved in our theme since most universities require all majors to take several years of a foreign language. Students develop a desire to remain in these courses for all four years because of the ability to gain course credits, which will be applied to their college transcript. In conjunction with our core courses we offer classes such as robotics, web design, architectural drafting, business law, creative writing, and African American Studies, which allow students to explore possible college majors and career pathways without sacrificing tuition for a subject that may not be their true passions.

Although students do not have the traditional baseball, basketball, and football programs, students do have the opportunity to participate in varsity teams for both boys and girls in track, cross country, swimming, golf, bowling, soccer, gymnastics, wrestling, tennis, powerlifting and volleyball. BRMHS has won state championships in a number of these interscholastic sports.

"The legacy of excellence" continues at Baton Rouge Magnet High School. The students bring, along with their academic prowess, a wealth of cultural backgrounds and richness of experience, unmatched by any other high school in East Baton Rouge Parish. Continuing to build on the legacy of excellence established so many years ago, BRMHS is the place to train students for a world filled with challenges but vibrating with promise.

### School Enrollment 2019-20

School-Wide Ethnic Percentages		Number Enrolled	
White	37.6%	9 <sup>th</sup> Grade	412
Black	36.2%	10 <sup>th</sup> Grade	369
Hispanic	6.2%	11 <sup>th</sup> Grade	361
Asian	19.5%	12 <sup>th</sup> Grade	354
Native American	0.2%		
Hawaiian/Pacific	0.3%		
Male	35%	Female	65%

### Curriculum for 2019-2020:

- 32 Advanced Placement classes
- 20 Honor courses
- 4 Dual Enrollment classes
- 45 Art, Theater, Music, and Dance
- 6 World Languages
- 30 Business, Technical, and Computer Science Courses
- 2 Robotics Courses
- 21 Lifetime Sports

All students carry a full course load every year, with no early dismissal for seniors, although many students take courses at the local universities and the community college. Baton Rouge Magnet High School has introduced a new app for communicating with students and parents:  
<https://admin.schoolinfoapp.com/apl/global/MarketRedirector/1706>.

Students utilize Chromebooks and technology in the classrooms as we embrace more technology into our theme. Teachers at all levels integrate technology in meaningful and diverse ways that promote effective communication and collaboration - advancing teaching and learning in every classroom to positively impact outcomes for our students. The 9th and 10th graders participate in a mandatory reading program through the Accelerated Reader Program and a Pre-Advanced Placement Course called Springboard. The school maintains an active student council that meets with club sponsors and the administration to address student concerns. The School-wide PBIS (Positive Behavior Interventions and Supports) is a process for creating safer and more effective schools. Our motto is: "Be Respectful, Be Responsible, Be Safe".

◆ **Advanced Placement Courses 2020-2021**

AP English Language and Com	AP Statistics	AP Biology II
AP English Literature and Composition	AP Calculus AB	AP Biology II Lab
AP Capstone: Seminar	AP Calculus BC	AP Environmental Science
AP Capstone: Research	AP Human Geography	AP Chemistry II
AP Latin	AP Government: United States	AP Chemistry II LAB
AP German	AP Government: Comparative	AP Physics 1
AP Spanish Language and Culture	AP US History	AP Physics 2
AP Spanish Literature and Culture	AP World History	AP Physics C: Mechanics
AP French Language and Culture	AP European History	AP Micro Economics
AP Computer Science Principles	AP Psychology	AP Macro Economics
AP Computer Science III	AP Music Theory	AP Art History
AP Studio Art		

◆ **Honors Courses 2020-2021**

English I	Algebra I
English II	Geometry
Chinese I, II, III	Algebra II
French III, IV, V, VI	Advanced Math
Latin III	Multi-Dimensional Calculus 3
Greek I	Discrete Math
Spanish III	Physical Science
Computer Science	Biology
	Chemistry

◆ **Dual Enrollment with SLU 2019-2020**

Western Civilization 101	Western Civilization 103
English Composition 101	English Composition 102

◆ **2019 EOC/LEAP 2025 TEST RESULTS**

EOC TESTS	Subscore			
<b>English I</b> Proficient = Adv & Mastery		<b>Advanced</b>	<b>Mastery</b>	<b>Basic</b>
Reading Performance	89	36	54	8
Writing Performance	88			
<b>English II</b> Proficient = Adv & Mastery		<b>Advanced</b>	<b>Mastery</b>	<b>Basic</b>
Reading Performance	91	51	44	5
Writing Performance	86			
<b>English III</b> Proficient = Exc & Good		<b>Excellent</b>	<b>Good</b>	<b>Fair</b>
Writing/Language	90	71	28	1
Reading	81			
Research	87			
<b>Biology</b> Proficient = Exc & Good		<b>Advanced</b>	<b>Mastery</b>	<b>Basic</b>
Investigate	53	33	46	19
Evaluate	68			
Reason	78			
<b>Geometry</b> Mastery = Adv & Mastery		<b>Advanced</b>	<b>Mastery</b>	<b>Basic</b>
Major Content	64	11	57	28
Congruence	65			
Transformation	58			
Similarity in Trigonometry	52			
Supporting Content	64			
Expressing Math Thinking	60			
Modeling and Application	60			
<b>Algebra I</b> Mastery = Adv & Mastery		<b>Advanced</b>	<b>Mastery</b>	<b>Basic</b>
Major Content	70	6	74	17
Interpreting Functions	75			
Solving Algebraically	68			
Solving Graphically	68			
Supporting Content	71			
Expressing Math Thinking	64			
Modeling and Application	60			
<b>US History</b> Proficient = Exc & Good		<b>Advanced</b>	<b>Mastery</b>	<b>Basic</b>
West Expansion- Progress	78	52	34	13
Isolationism - Great War	73			
World Power - WW II	73			
Cold War Era/Modern Age	89			

◆ **Graduating Class of 2019**

<b>Total Seniors: 354</b>		<b>Cohort Graduation</b>	
		2018	100%
		2017	99.7%
<b>Attending</b>		2016	99.3%
		2015	100%
4-year college	98.2	2014	100%
Work/Other	1.8	2013	100%

◆ **2018-19 AP Scholars 272 Total**

Number	Category
10	AP Capstone Diploma Scholars
1	AP International Diploma Scholars
43	National AP Scholars
2	State AP Scholars
109	AP Scholars with Distinction
42	AP Scholars with Honor
114	AP Scholar Award

◆ **SAT Scores**

Year	BRMHS		State		Nation	
	ERW	MATH	ERW	MATH	ERW	Math
2019						
2018	668	678	611	586	536	531
2017	676	690	611	596	611	586
2016	665	654	584	577	494	508
2015	659	669	563	559	495	511

◆ **ACT Scores Per ACT College Readiness Report**

Year	BRMHS	State	Nation
2019			
2018	26.3	19.2	20.9
2017	25.6	19.6	21.9
2016	26.6	19.5	21.9
2015	26.2	19.4	21.9

◆ **National Merit Scholars Program**

	2020	2019	2018	2017	2016
Merit Semifinalists	16	9	9	10	12
Merit Commended	8	14	11	3	17
Hispanic Recognized	1	2	1	1	3

◆ **Presidential Semi-Finalists and Scholars**

Year	Candidates	Semi-Finalists	Scholars
2019	7	3	0
2018	5	2	1
2017	3	0	0
2016	8	4	2
2015	5	2	1

◆ **2019 Advanced Placement Test Scores**

Test	Test Totals 2019	Individual Test Scores				
		5	4	3	2	1
Art History	83	3	21	36	19	4
Biology	38	4	21	11	2	0
Calculus AB	76	22	12	21	17	4
Calculus BC	35	22	4	7	1	1
Chemistry	30	14	7	7	2	0
Comparative Gov & Politics	138	24	34	21	36	23
Computer Science A	8	5	3	0	0	0
Computer Science Prin.	4	2	2	0	0	0
English Language	116	28	39	24	22	3
English Literature	67	13	25	23	5	1
Environmental Science	106	11	38	13	28	16
European History	43	1	13	9	14	6
French Language	6	2	4	0	0	0
German	1	0	0	0	0	1
Human Geography	166	25	43	40	30	28
Macroeconomics	24	9	9	4	1	1
Microeconomics	25	9	7	5	3	1
Music Theory	3	1	0	1	0	1
Physics 2	4	1	2	0	1	0
Physics C: Mechanics	19	15	3	0	1	0
Physics C: E and M	8	8	0	0	0	0
Physics I	40	5	16	9	8	2
Psychology	15	6	5	4	0	0
Research	10	1	4	5	0	0
Seminar	27	9	6	12	0	0
Spanish Language	18	8	6	4	0	0
Spanish Literature	5	0	3	1	1	0
Statistics	27	8	3	11	4	1
US Government & Politics	277	23	24	65	83	82
United States History	129	22	37	37	23	10
World History	117	9	26	28	29	25
<b>Total</b>	<b>1665</b>	<b>310</b>	<b>417</b>	<b>398</b>	<b>330</b>	<b>210</b>