

# ST. XAVIER

High School  
— MEN FOR OTHERS —



## *Principal Prospectus*

St. Xavier High School's educational heritage stretches back to 1831. St. X is the Jesuit, Catholic high school in Cincinnati serving 1,400 young men from diverse backgrounds in an academically rigorous, college preparatory education.

St. Xavier is seeking a Principal to help lead the school as it heads towards its 200th anniversary. This master teacher, grounded in Jesuit education, will encourage and empower the faculty and staff to vigorously pursue the school's mission and will contribute to its legacy of excellence in the formation of young men.

The Principal is responsible for the academic, co-curricular, and formational programs of the school. The Principal reports to the President and collaborates closely with assistant principals, deans, department heads, and other stakeholders, both within the building and in the community.

Position to begin July 1, 2021



## Mission

*To assist young men in their formation as leaders and Men for Others through rigorous college preparation in the Jesuit tradition.*

## Vision

At St. Xavier High School, a Catholic school in the Jesuit tradition, we are committed to being the rigorous college preparatory school in greater Cincinnati where exceptional boys from diverse backgrounds transform into academically accomplished *Men for Others* who are prepared to discern and successfully carry out God's plan for their lives and to serve as leaders in our rapidly changing world.

## We Believe:

That rooted in the Gospel of Jesus Christ and the Spiritual Exercises of St. Ignatius, the school is an apostolic mission by:

- Naming Jesus Christ as the model for all human life
- Affirming the world as God's creation and therefore good, but in need of redemption
  - Recognizing family and community as a context for redemption
- Providing students with comprehensive instruction in Catholic beliefs and practices
- Providing students with opportunities for spiritual formation in the Catholic faith through participation in the sacraments, prayer, retreats, service, and other spiritual programs.

## Location

The greater Cincinnati region encompasses northern Kentucky, southeastern Indiana, parts of the Dayton area, and over 50 unique neighborhoods. Known as the Queen City, Cincinnati is home to Fortune 500 companies, nationally recognized hospitals, major colleges and universities, professional sports, and a vibrant arts community.

A unique aspect of the city is the friendly and historic rivalry among high schools; in Cincinnati, if someone is asked where they went to school, the question almost always elicits a response about high school, not college.

For more details and information, visit :

[www.thecincinnatiexperience.com](http://www.thecincinnatiexperience.com)

[www.cincinnati-chamber.com](http://www.cincinnati-chamber.com)

[www.cincinnati-oh.gov/cityofcincinnati](http://www.cincinnati-oh.gov/cityofcincinnati)

## History

The Long Blue Line applies to more than 18,000 living St. Xavier High School alumni found all over the world. St. Xavier High School has passed through numerous stages in its 189-year history. The Diocese of Cincinnati was only nine years old when Bishop Fenwick opened his school at Seventh and Sycamore Streets on October 17, 1831. He named the school the Athenaeum and placed it under the patronage of St. Francis Xavier. Eight years after Bishop Fenwick's death, Bishop Purcell persuaded the Jesuits to staff this school and in 1840 Fr. John A. Elet, S.J., opened St. Xavier College to 76 students.



The fledgling college underwent hard times in the 1850s but recovered after the Civil War and grew steadily. When the college moved to its present Avondale site in 1919, St. Xavier High School and Xavier University were separated physically; but it was only in 1934 that St. Xavier High School became completely independent.

In the 1940s and '50s it became more and more apparent that the buildings erected in the late 19th century would not be able to contain the growing enrollment, nor provide the type of facilities required for quality education. In 1954, Fr. John Benson, S.J., began to plan construction for the high school on North Bend Road. In 1960 the move from downtown to the current 110-acre campus in Finneytown was accomplished.

In the intervening years, the new St. Xavier has seen its share of improvements, alterations, and additions. A 400-seat chapel, updated facilities for science and technology, an expanded music suite, an intramural gym and wrestling room and improvements to the natatorium greeted the St. Xavier community when the 1999-2000 school year began. In August 2004 work was completed on a performance center, black box theater, visual arts studios and renovated administrative and classroom areas. A new wellness center and athletic team building were added near the track stadium in 2008 and new tennis courts in 2018.

Timothy Reilly '76 became the first lay President of St. Xavier High School in 2018. As the 41st President for the school, he will lead the school in planning for its 200th anniversary in 2031.

## The Student Body

Admission to St. Xavier is selective based upon a student's potential, qualifying examinations and previous academic performance.

Students enrolled at St. Xavier reside in all areas of greater Cincinnati, including northern Kentucky and southeastern Indiana. The student body is approximately 80% Roman Catholic. The remaining 20% of students includes Christian denominations and the Jewish, Hindu, Buddhist, and Islamic faiths.

There is a 20% minority population in the school. More than 100 grade schools are represented within St. Xavier High School's student body.

Tuition for 2020-2021 is \$16,120; 40% of students receive tuition assistance through St. Xavier's financial aid program. Last year students were awarded 4.6 million dollars in financial aid.

Although it is not a requirement, more than 90% of students participate in community service.

## Educational Program

A total of 121 faculty members serve the students; 90% of the faculty possess advanced degrees, including eight with doctoral degrees. Five teachers hold National Board Certification.

A student-teacher ratio of 13:1 results in an average class size of 21. Over 190 different courses are taught each year.

Last spring, 537 St. Xavier students took 1071 AP exams in 26 subject areas with a 90% passing rate, scoring three or higher.

The average composite ACT for the class of 2020 was 28.5.

Historically, 99% of graduates each year enter a four-year college or university program.

## The Graduate at Graduation

Every facet of curriculum development at St. Xavier is guided by the "Grad at Grad," a foundational component of Jesuit education. When St. Xavier is successful in its educational mission, its graduating student will have certain definite qualities. Such a graduate will be: *Open to Growth, Intellectually Competent, Religious, Loving, and Committed to Doing Justice.*

## The Long Blue Line

St. Xavier alumni are often found at the highest levels of business, the professions, and public service in Cincinnati and beyond. Hiring managers appreciate our graduates for their ethical values and critical thinking skills. Personal bonds of brotherhood are formed among classmates and stretch across generations to last throughout life.



**20%**

Multicultural Population



**90%**

of students voluntarily participate  
in community service.



**\$4.6**

million in Tuition Assistance



**28.5**

ACT Composite Average

## Spiritual Life

The entire St. Xavier staff ministers to students throughout the year in many ways; it is the task of the Campus Ministry Department to develop and coordinate certain specific student programs in which faculty & staff take leading roles. These programs involve a variety of experiences as seen through the lens of the Catholic Christian tradition and flavored by the Ignatian charism. These programs in turn allow our students to become aware that God is alive and active in their daily lives. Through prayer, liturgies, Sacraments, retreats, faith sharing, pastoral counseling, and peer ministry, students grow in this faith both as individuals and as a community. St. Xavier builds on values learned within the family by encouraging students to develop lifelong faith convictions and lasting relationships with God in and through God's people. [Click here](#) for more insight into Spiritual Life.



## Fine Arts

St. Xavier's rich and vibrant Fine Arts program encompasses four major areas: music, visual arts, theater and a relatively new MakerSpace.

With an eye to the future of education, creativity, innovation, and manufacturing, St. Xavier's MakerSpace opened at the beginning of the 2017-18 school year. The purpose of the St. X MakerSpace is two-fold: to enable student-driven creation in response to broad instructional guidelines, and to encourage experimentation and foster creativity outside of the classroom.

St. Xavier's visual arts classes span subjects from drawing, painting, photography, sculpture, ceramics, 2D design, graphic design and more.

Students interested in music learn and explore their personal melodies through a variety of classes that include choir, band, music, AP music theory, guitar, strings and percussion ensemble. Additionally, a number of music groups perform regularly, like the Chamber Blues, Jazz Band, and the St. X Marching Band.

Theatre Xavier puts on shows that push the limits of what can be done on stage at the high school level and, together with theater classes, it allows students to learn every facet of bringing a live performance together. Lighting crews, sound design crews, stage design and construction crews, video design crews, musicians, and actors are all either students or led by students.

For more information on Fine Arts at St. Xavier, [click here](#).

## Athletics

The St. Xavier Bombers are part of the Ohio High School Athletic Association (OHSAA) and compete at the Division I level. As members of the Greater Catholic League (GCL) South, they compete against other local all-male Catholic schools including Elder, Moeller and LaSalle. Athletes compete in 17 interscholastic varsity teams. The Bombers have won the GCL South All-Sports trophy every year since 2008 and hold 59 OHSAA Team State Titles.



St. Xavier's athletic facilities include a 6,000-seat stadium with artificial turf; an eight-lane, all-weather track surrounding a second artificial turf field; an eight-lane swimming pool; twelve tennis courts; two baseball diamonds; two gymnasiums; locker rooms, a trainer's suite, and strength and conditioning areas. [Click here](#) to learn more about Bomber Athletics.

## Diversity Initiatives

St. Xavier is committed to valuing diversity among our students, administration, faculty and staff by respecting and celebrating unique backgrounds, experiences and perspectives. We embrace diversity as a core value, and continuously seek ways to learn, grow and transform. Treating everyone with dignity and respect is vitally important to our leadership. To learn more about St. X's commitment to diversity, [click here](#).



The Companion Scholars Program (CSP) is an academic enrichment program developed by St. Xavier High School for selected young men in the sixth, seventh and eighth grades from various Cincinnati-area schools. The program has two components: a year-round program and a summer program. Thirty-five students in the class of 2024 participated in CSP, representing the second largest number of participants enrolled in a school year. [Click here](#) to learn more about St. Xavier's Companion Scholars Program.

## COVID-19 Accommodations

Pope Francis has offered that present difficulties have stimulated creativity and inventiveness, and this has invited us to new methods of engagement and ministry. No matter what schedule or limitations present themselves, our mission "to assist young men in their formation as leaders and *Men for Others* through rigorous college preparation in the Jesuit tradition" has not changed.

Our top priority is balancing the comprehensive health and safety of our students and community with our mission. St. Xavier students and faculty attended online classes during the fourth quarter of 2019-2020. Following the development and implementation of procedures and facilities upgrades over the summer, St. Xavier has maintained in-person instruction during the 2020-2021 school year. During the first quarter no cases of COVID-19 were transmitted on campus. Students and faculty with vulnerabilities have learned and taught from home.

## The Position: Principal

As we approach St. Xavier's 200th anniversary, we seek a candidate to serve as the 57th Principal in the school's history. The Principal is the educational leader of the school, directly responsible to the President and, by extension, the Board of Trustees. As such, the Principal directs the administration, operation, and educational development of the academic, co-curricular, and formational programs of the school. The Principal is also responsible for the planning, coordination, and execution of the school's educational policies. This responsibility requires a close working relationship with the President, faculty including the St. Xavier Faculty Association (SXFA), staff, and students, as well as parents and stakeholders in the community at-large.

### Primary Responsibilities

- Directing the planning, development, implementation, and evaluation of the curriculum, and school academic programs, with the assistance of the Assistant Principal for Academics and Department Chairs.
- Developing and implementing policies and procedures in connection with all facets of the academic school program, including assisting the President and the Board of Trustees in the development of short and long-range plans.
- Interviewing, hiring, supervision, and evaluation of all faculty, instructional staff, assistant principals, academic directors, and support staff, with the approval of the President.
- Overseeing student behavioral and academic disciplinary procedures in consultation with the Dean of Students, the Assistant Principal for Student Services, and the Assistant Principal for Academics.
- Supervising – and collaborating with – the Assistant Principal of Academics, the Assistant Principal for Student Services, the Dean of Students, the Athletic Director, and the Dean of Faculty.
- Overseeing the work of the Directors of Adult Faith; Campus Ministry; Community Service; Diversity, Equity and Inclusion; Enrollment; Intervention Services; and Information Technology.
- Meeting with both internal and external constituencies.
- Serving on various committees to foster unity of purpose, common understanding and teamwork.
- Promoting the mission and vision of the school.

### Competencies

- A Master Teacher and Academic Leader
- A Practicing Catholic
- Effective Communicator & Collaborator
- Trained in Jesuit Education and Ignatian Spirituality
- Versed in Fiscal Management
- Engaging Public Speaker
- Empowering of Others
- Effective in Marketing and Enrollment
- Skilled in Personnel Management
- Experienced in Data Analytics
- Current in Pedagogical Theory and Practice



## Job Qualifications

The Principal shall be an inspiring and joyful person who is dynamic, organized, well-rounded, engaging and who facilitates growth and collaboration inside and outside of the classroom. Additionally, he or she will have:

- Genuine commitment to Jesuit education.
- Minimum of five years of relevant professional experience, with a master's degree in an education-related discipline.
- Record of accomplishment in teaching, and leadership experience in a school setting.
- Experience in adult faith formation.
- Appropriate credentials completed (or working towards).
- Appreciation of diversity and inclusion.

## Opportunities and Challenges

Continuing to adapt and grow, as the community of St. X fixes our focus on 2031, we recognize the opportunity present in a faculty and staff who are highly qualified and talented. St. X is positioned well to build upon our strengths to address the opportunities and challenges for the next generation of students.

The Principal will lead a dedicated group of faculty and staff as we continue to:

- Explore new opportunities for recruitment and enrollment. As Catholic elementary schools grow smaller, our increased outreach to public schools takes on new emphasis. As the Catholic high school environment grows more competitive, embracing St. X's particular Jesuit, college preparatory mission helps position us distinctively.
- Engage in culturally relevant educational endeavors. Contemporary experiences of racial and economic inequities demand response. The risk-taking necessary to consider such issues with teenage boys requires understanding and insight from the Principal as faculty and staff seek to develop understanding among our students.
- Collaborate across the institution to pursue expanded learning by our students. Increasing attention for global citizenship, innovation in curriculum, and inter-departmental cooperation present opportunities for shaping instruction to address a constantly changing landscape of our society and culture.
- Foster a community of collaboration and mission-driven excellence.

## Anticipated Search Timeline

- Application Deadline – December 15, 2020
- Starting Date – July 1, 2021

To discuss this opportunity in more detail, potential candidates may contact:

Rick Millbourn, S.J., '86, Principal Search Committee Chair, 513-761-7600 x395 [RMillbourn@stxavier.org](mailto:RMillbourn@stxavier.org)

## Application Requirements

Candidates should submit an application package to the Search Committee including the following:

- A cover letter detailing interest and qualifications for the position
- A current résumé
- The names, email addresses, and telephone numbers of at least three references. (We will obtain permission from candidates before contacting references.)
- Optional: Other supporting material (e.g., articles, speeches, or letters of recommendation) that would be useful to the Search Committee.

Application materials should be uploaded directly to the St. Xavier website by Tuesday, December 15, 2020: <https://www.stxavier.org/about/employment-opportunities>. After an initial review of applicants, the Search Committee will interview semifinalist candidates via Zoom. Finalists will be invited to the school for a more comprehensive series of interviews.



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600 W. North Bend Road  
Cincinnati, Ohio 45224



[stxavier.org](http://stxavier.org)

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