



## **Educational Leadership Opportunity**

### **PRINCIPAL**

# **Canisius High School**

Buffalo, NY

Founded 151 years ago, Canisius High School is a Catholic, Jesuit, independent, college-preparatory day school in Buffalo that educates young men of all faiths and diverse backgrounds in grades 9-12 from across Western New York and Canada.

The principal reports to the president and is responsible for oversight of the academic program and student life and actively works to ensure the Jesuit identity and Ignatian character of Canisius.

For a position to begin in July 2022, Canisius is seeking an experienced and talented educational leader who is inspired by the school's mission and its students, and who is eager to further enhance its legacy of excellence in the formation of young men.

# Canisius High School at a glance

## Mission

Founded in 1870, Canisius High School is a Catholic, Jesuit, independent, college-preparatory school serving young men of diverse backgrounds from throughout Western New York and Canada. Canisius challenges its students to strive for excellence as critical thinkers and effective communicators who are open to growth, intellectually competent, religious, loving, and committed to justice.



Canisius promotes the development of students through a comprehensive liberal arts curriculum firmly rooted in the Jesuit tradition of faith, scholarship and service.

Faithful to St. Ignatius Loyola's desire to provide care and concern for the whole person, Canisius affords each member of the school community the opportunity to develop individual talents for the service of others and the greater glory of God.

## Facts and Figures

**Location:** 1180 Delaware Ave., Buffalo NY 14209

**Colors:** Navy blue, gold

**Student-teacher ratio:**  
11-1

**Founded:** 1870

**Nickname:** Crusaders

**Namesake:** The school is named after St. Peter Canisius, S.J. (1521-1597).

**Average enrollment:**  
600-700 students

**Affiliation:** Society of Jesus (Jesuits). Canisius High School is part of a network of 60 Jesuit high schools and 27 Jesuit colleges and universities in the United States. Students from all faiths are welcome.

**Tuition:** \$15,660

**Tuition assistance awarded:** Approximately \$3 million, awarded to 66% of the student body.

**Teachers:** 52

**Staff:** 39

### Accreditations & memberships:

Regents of the University of the State of New York, New York State Department of Education, New York State Association of Independent Schools, Middle States Association of College and Secondary Schools, Jesuit Schools Network, and the National Catholic Education Association.



## The Grad at Grad

The Graduate at Graduation program, more commonly known as “The Grad at Grad,” is a uniquely Jesuit experience that is not found at any other high school in Western New York.

In the Grad at Grad program at CHS, each student is asked to take time over the course of his senior year to reflect on his experiences at Canisius.

The program culminates with the student delivering a presentation to his peers in which he demonstrates how he has embodied the five Grad at Grad characteristics that all Jesuit high schools hope their graduates will embody:

- **Open to Growth**
- **Intellectually Competent**
- **Religious**
- **Loving**
- **Committed to Doing Justice**

Each student is matched with a faculty or staff member who serves as a Grad at Grad mentor. The mentor encourages deeper reflection and thought through personal conversations, prayer and intentional introspective activities.

The Grad at Grad is a capstone experience for Canisius seniors and leaves them with the gift of a greater understanding of their growth over the previous four years.





## Introduction

### Location and Facilities

Canisius, with its iconic “Blue Doors,” is located in the heart of Buffalo at 1180 Delaware Avenue. The campus lies just north of the Delaware Avenue Historic District, adjacent to the vibrant Elmwood Village and south of Frederick Law Olmsted’s Delaware Park.

The walk across the campus provides a combination of historic and modern architecture that is unmatched in the region.

The school’s main entrance, offices, chapel and some classrooms are housed in a 100-year-old mansion, which is flanked by the striking Bernard J. Kennedy Field House, which seats up to 1,000 and has been the home of several athletic teams for the last decade.



Between those two structures is Higgins Hall, a lobby featuring marble staircases and promenades, and the Scaccia Auditorium with its 10 columns that support a cornice 50 feet up.

The Montante Academic Hall is a state-of-the-art math and science center adjacent to the Beecher Academic Wing. The 13,000-square-foot Center for the Arts is located in a separate mansion next to the school and opened in 2018. The Stransky Athletic Complex and its modern athletic turf is the home field for football, soccer, lacrosse, rugby, and track and field.

Canisius also has a makerspace lab, four computer centers, a digital media arts lab, a renovated weight room, a swimming pool, an additional gymnasium and an additional athletic field.



Upcoming capital projects include the \$2.5 million Madden Center for Global Learning, which will provide a programmatic experience connecting students with Jesuit institutions and other learning opportunities worldwide; and a \$3 million project to add two synthetic turf baseball fields to the Stransky Athletic Complex.

## The Student Body

Demand for the Canisius experience is high. The school's enrollment has been between 600 and 700 in recent years.

Students are drawn from throughout the Western New York area, from the city of Buffalo to surrounding Erie County suburbs as well as some rural areas and Canada. Canisius draws students from about 40 different school districts in the region. Canisius also currently has students from China, Korea and Germany. About 22% of the student body are people of color.



In support of its commitment to economic diversity, Canisius provides tuition assistance to more than two-thirds of the student body.

## College Matriculation

Canisius provides a rigorous college preparatory education to an academically diverse, motivated student body.

The average SAT score for the Class of 2021 was 1,208, which is 14% higher than both the New York State (1,057) and national (1,061) averages.

The Class of 2021 saw 94% of students go on to attend college, with 64% going to a private university and 21% attending a Jesuit institution.

More than \$30.2 million in academic scholarship offers were earned by the Class of 2021.

Consistent with the Jesuit philosophy of using your talents in the service of others, Canisius' career planning model has school counselors help students to first identify their strengths, abilities and interests, and then find matching college programs to help develop these skills to prepare them for a career in service of others.





### **The Class of 2021 attended colleges that include:**

Alvernia University  
 Arizona State University  
 Ball State University  
 Boston College  
 Boston University  
 Bowling Green State University  
 Canisius College  
 Case Western Reserve University  
 Clarkson University  
 Colgate University  
 College of the Holy Cross  
 Cornell University  
 Duquesne University  
 Eastern University  
 Embry-Riddle Aeronautical University  
 Fairfield University  
 Fordham University  
 Georgetown University  
 Gettysburg College  
 Grand Valley State University  
 High Point University

John Carroll University  
 Le Moyne College  
 Liberty University  
 Loyola University, Chicago  
 Loyola University, New Orleans  
 Marquette University  
 Massachusetts Institute of Technology  
 Mercyhurst University  
 Miami University, Ohio  
 Michigan State University  
 Niagara University  
 Ohio State University  
 Pennsylvania State University  
 Pratt Institute  
 Purdue University  
 Rhodes College  
 Rochester Institute of Technology  
 Sacred Heart University  
 Saint Bonaventure University  
 Saint John Fisher College  
 Saint Joseph's University

Southern Methodist University  
 Springfield College  
 Stonehill College  
 SUNY Binghamton  
 SUNY Buffalo State College  
 SUNY University at Buffalo (UB)  
 University of Colorado, Boulder  
 University of Dayton  
 University of Denver  
 University of Florida  
 University of Nevada, Reno  
 University of Notre Dame  
 University of Pennsylvania  
 University of Richmond  
 University of Rochester  
 University of Tampa  
 Vanderbilt University  
 Vassar College  
 Virginia Polytechnic & State University  
 Washington & Jefferson College  
 Xavier University



# Highlights of the Educational Program

As a Jesuit institution, Canisius believes in a long tradition rooted in the teachings of St. Ignatius Loyola: That everything God has created is worthy of our study and care. Canisius students and faculty are committed to academic excellence in the classroom as part of a well-rounded education that includes athletics and co-curricular activities (including more than 50 clubs) as well as Christian service through our campus ministry programs.

Canisius offers 22 Advanced Placement and Honors courses, with those students who have distinguished themselves placed in the Ignatian Scholars program. Four foreign languages are offered (Latin, French, Spanish and Mandarin Chinese). For over a decade, the school has had a one-to-one iPad program as modern technology has augmented Canisius' curriculum and coursework.

The Canisius Classes of 2021 and 2022 include:

- 1 National Merit Scholarship Finalist
- 1 National Merit Scholarship Semifinalist
- 2 National Hispanic Recognition Program Winners
- 1 National African American Recognition Program Winner
- 10 National Merit Commended
- 30 AP Scholars
- 22 AP Scholars with Honor
- 26 AP Scholars with Distinction



## Spiritual Life

Another aspect of a Canisius education that sets it apart from other schools is the spiritual and personal formation offered to all students.

The campus ministry department at Canisius provides transformative opportunities for each student to be engaged socially, challenged intellectually, go deeper interiorly, and encounter the living God personally.

Canisius campus ministry programs fall under three main categories:

***Liturgies*** – The school day at Canisius begins in prayer; daily Mass is offered in the school chapel; and Canisius celebrates Holy Days of Obligation and other occasions with school-wide liturgies in which students participate in several ways.



***Retreats*** – Campus ministry invites students to go deeper in their personal encounter with God through a spiritual retreat program that is offered to students at no cost. Retreats are offered for every class year. Upperclassmen have opportunities to lead retreats as organizers, leaders, speakers and role models. Because of deep spiritual and communal conversations, personal introspection, and stories of faith and life experience shared by peers and upperclassmen, retreats are some of the most transformative and memorable experiences for CHS students. Students of all faiths and backgrounds enjoy the retreats.

***Service*** – Canisius students are expected to volunteer at least 100 hours of service over the course of their four years. The capstone of the Canisius service experience happens during junior year when students are invited to participate in service immersion trips away from school, sometimes in other countries.



## House System

Canisius began its House System in 2019 guided by the Jesuit hallmark of *cura personalis* – care for the whole person. The program, based on similar models used around the world for centuries, is exclusive to Canisius in Western New York.

The Canisius student body is comprised of six houses, with students from all class years included within a house, and students remaining part of the same house for his entire Canisius experience.

Houses can gain points for academic achievement, participation in co-curricular activities, athletic teams and the quarterly “House Games,” which see friendly competition in anything from traditional sports to watermelon relay races and grilled-cheese cook-offs. Points are put toward a year-long competition for the House Cup. Along the way, the smaller communities within the larger school community help students build stronger bonds and connections between students and faculty and within all four grades.

There are also great leadership opportunities for students within all six houses, which are named for prominent Jesuits – Arrupe, Campion, Gonzaga, Jogues, Loyola and Xavier.





## **Fine Arts**

The historically strong Canisius arts program, which features 20 credit-bearing courses, is now housed in one of the region's finest such facilities, the 13,000-square-foot Center for the Arts, which opened in 2018.

The center features dedicated rehearsal spaces for music ensembles, individual practice spaces for student-musicians, and classrooms for architecture, ceramics, sculpture and art. The first floor also serves as gallery space for art exhibits.

Student instrumentalists, singers and actors participate in numerous performances throughout each school year, including plays, musicals, concerts as well as contributions to the music ministry at school Masses.

## **Athletics**

More than half of Canisius students (approximately 56%) participate in athletics, of which there are many options: 34 teams in 19 sports.

Those many teams have collected many championships in recent years. Canisius has won 14 of the last 15 Supremacy Cups, awarded to the top overall athletic program in Western New York's Monsignor Martin Athletic Association.



Seventeen members of the Class of 2021 made commitments to play sports at the college level – that's nearly 10% of the senior class (the national average is 2%).

At the start of the 2021 NFL season, Canisius boasted three players on NFL rosters. The Crusaders' volleyball team has won the league championship for 21 straight years, the swimming team has garnered titles for over 20 years, while its rowing program earns national titles on an annual basis.

# The Position: Principal

The principal is responsible for oversight of the academic program and student life and actively works to ensure the Jesuit identity and Ignatian character of Canisius.

Under the principal's direct supervision are: dean of students; assistant principal; registrar; the directors of athletics, campus ministry, educational technology and guidance; and the department chairs. The principal supervises and mentors the faculty.

The principal works collaboratively with the vice president for finance, the vice president for institutional advancement and the director of admissions.

The principal reports to the president and works very closely with the president on major decisions and strategic issues.

The ideal candidate will:

- Ensure that Canisius retains its essential culture and commitment to its Jesuit mission, including its grounding in Ignatian formation and its focus on the well-being of every student -- through whatever challenges present themselves to the school or to the community at large.
- Work creatively with the admissions team to grow a strong pipeline of high-achieving and high-potential students from diverse backgrounds.
- Continue the strong college placement record of Canisius graduates.
- Explore methods to continually enhance the rigor and breath of the educational program.
- Support the faculty, advocate for excellence in teaching and reinforce a culture of accountability.
- Strengthen the ongoing formation of faculty and staff in the principles of Jesuit education and Ignatian spirituality.

Responsibilities include:

- Working closely with the president, ensure the Jesuit identity and Ignatian character of Canisius High School. Promote the mission with zeal. Ensure the



development and promotion of programs for students to deepen their experience of God through prayer, worship, service and reflection; form faculty in Ignatian spirituality, Ignatian pedagogy and the history and traditions of the Society of Jesus (Jesuits); share the rich Jesuit and Ignatian heritage with parents and other constituents as appropriate.

- Oversee the academic program. Recruit, appoint, assign, supervise, support and evaluate faculty; determine sections; oversee professional development; ensure pedagogical methods are optimal for student growth and development; appoint department chairs and convene the academic council; oversee the curriculum, approve course offerings, add and drop classes as necessary; promote cooperation between departments, and develop opportunities for interdisciplinary learning.
- Set and promulgate the school calendar.
- Oversee the co-curricular program ensuring a rich and diverse offering for students in athletics, the arts, writing and other areas of student interest. Appoint coaches and moderators. Ensure that all co-curricular offerings advance the mission of Canisius and the goals of Jesuit education. Actively support activities by regular attendance at games, competitions, performances, and the like. Actively encourage faculty support of the co-curricular program. Participate in the governance and be available for leadership of the Monsignor Martin Athletic Association.
- Oversee the work of the guidance department to promote the health and wellness of all students and the entire community.
- Oversee the work of college placement, ensuring that all students are well supported for success in the college admissions process and in their undergraduate studies.
- Admit students to Canisius High School; monitor and support their progress; certify students for graduation. Dismiss students as necessary for academic, developmental and disciplinary reasons.
- Communicate clearly to all constituents the mission, policies and procedures of Canisius High School; edit and publish the student and faculty/staff handbooks each year; enforce the rules, regulations and policies contained within the handbooks.
- Maintain appropriate relationships with the Diocese of Buffalo and surrounding dioceses, the Jesuit Schools Network, the New York State Association of Independent Schools (NYSAIS), the State of New York, the City of Buffalo, local boards of education and educational authorities, the Middle States Association of Colleges and Schools (MSA), the College Board and the USA East Province of the

Society of Jesus (Jesuits). Actively participate in province and JSN programming and take appropriate leadership roles. File appropriate reports in a timely fashion.

- Coordinate the NYSAIS/MSA accreditation process; coordinate the province sponsorship review process.
- Participate in the annual and long-range budget processes; oversee budgets and approve expenses for all direct reports and areas of authority; exercise good and adjective stewardship of all resources.
- Serve as a member of the School Life and Mission Committee of the Board of Trustees; participate in other board committee meetings as requested by the president; prepare the written quarterly principal's report to the board. Attend board meetings.
- Serve as an ambassador for the school at all times, regularly engaging parents, students, and other constituencies.
- Preside at graduation and assemblies. Draft *Bene Merenti* and other faculty and staff citations.
- Engage in ongoing professional development related to educational leadership, management, Jesuit identity and mission.
- Other duties as assigned.

## **Who Should Apply: Qualities and Qualifications**

The ideal candidate will offer most or all of the following:

### **Qualifications and experiences**

- A demonstrated understanding of the work of Jesuit education and Ignatian spirituality.
- Solid academic credentials, including an advanced degree.
- Experience in the education of boys, coupled with genuine enjoyment in working with young men.
- Substantial experience in teaching, faculty supervision and educational administration.
- Superior communication skills, including the ability to listen well.
- Broad experience and interest in the use of technology in education and administration.

### **Leadership style and personal qualities**

- An evenhanded, trustworthy and confident leader who sets high standards, inspires excellent performance and requires accountability from both students and adults.
- A talented administrator who is able to plan effectively, make sound decisions and implement processes that work.
- A unifying, warm and approachable leader; a team-builder who is able to forge connections and promote partnerships.
- A resilient and flexible multitasker who is undaunted by complexity and able to prioritize.
- A culturally sensitive individual who is committed to supporting diversity, equity and inclusion.
- A person of faith.



## **Application requirements**

Candidates should submit – as soon as possible and no later than November 10, 2021 – an application package including the following:

- A cover letter indicating why they are particularly interested in and qualified for the position
- A current résumé
- A statement of educational philosophy
- The names, email addresses and telephone numbers of three references (we will obtain permission from candidates before contacting references)

### **Anticipated Search Calendar**

Application deadline: Nov. 10, 2021

Interviews: November 16-18;

November 30-December 2, 2021

Finalist visits: December 7-9, 2022

Appointment: Mid-January 2022

Starting Date: July 1, 2022

Application materials should be emailed to Laura Gaglione, Executive Assistant to the President, at [gaglione@canisiushigh.org](mailto:gaglione@canisiushigh.org)