

HEAD OF SCHOOL SEARCH

ST. SEBASTIAN'S SCHOOL

Needham, Massachusetts

stsebs.org

Start Date: July 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

A Catholic independent school, St. Sebastian's seeks to engage young men in the pursuit of truth through faith and reason.

By embracing Gospel values in an inclusive, nurturing community and by inspiring intellectual excellence in a structured liberal arts curriculum, St. Sebastian's strives to empower students for success in college and in life.

The ideal St. Sebastian's graduate will be a moral and just person, a gentleman of courage, honor, and wisdom, a life-long learner who continues to grow in his capacity to know, to love, and to serve God and neighbor.

At a Glance



Established
1941



Enrollment
389



Financial aid awarded
\$4,077,000



Campus size
26 acres



Students of color
22%



Total Faculty
74



Faculty with advanced degrees
74%



Student-faculty ratio
7:1

Towns represented by the student body: 68

Faculty of color: 10%

Average class size: 10

Students receiving aid: 30%

Endowment: \$61,700,000

Annual operating budget: \$21,500,000

Graduates attending four-year colleges: 100%

AP courses: 21

Athletic teams: 46

Student clubs and organizations: 30+



Overview

“Love God, work hard, and take good care of one another.”

Guided by its steadfast Catholic identity and values that make its mission as relevant today as it was at its founding in 1941, St. Sebastian’s *“seeks to engage young men in the pursuit of truth through faith and reason.”* That clarity of mission has been joyfully delivered by a devoted and experienced faculty, advanced by respected and long-tenured leaders, and embraced by loyal and generous alumni, trustees, and parents who have helped to fuel the School’s spectacular growth in program, facilities, endowment, and reputation.

As a result, St. Sebastian’s students receive an outstanding traditional liberal arts education, augmented by unique programming such as a distinctive writing program and a pervasive public speaking program. They also benefit from modern, attractive academic spaces, athletic facilities equal to or better than those of the finest schools, and an endowment that helps attract and retain superb teachers while enabling 30% of students to receive need-based tuition assistance.

Even as success has built upon success, the School remains both grounded in and inspired by the humility inherent in its service to the moral and intellectual development of every student, which includes students of all faith traditions. At St. Sebastian’s, character formation takes center stage alongside excellence in academics, athletics, and the arts. The School also prioritizes its sacred partnership with its families. When a student attends St. Sebastian’s, the student’s entire family becomes a treasured member of the overall school community.

This is not a school in need of ‘fixing’ or deviation from its current path. Rather, it is clear in purpose, buoyed by robust enrollment and fundraising, and beloved by current families and loyal alumni. Accordingly, St. Sebastian’s moves forward from a foundation of strength and confidence, offering its boys a moral compass and a bedrock of support to help them successfully navigate a rapidly changing society well beyond grades 7 through 12.

St. Sebastian’s School seeks an inspiring committed Catholic who wants to lead a God-centered, student-centered school for boys as its next Head of School to begin in 2024. The successful candidate will be an experienced, student-centered educator eager to lead a uniquely impactful independent Catholic school for boys. The next leader should offer a compelling vision and enthusiastically embrace the School’s mission and traditions while guiding it to an even more dynamic, inclusive, and prosperous next chapter.



Opportunities and Challenges

The next Head of School will join the St. Sebastian's community at a propitious time. In addition to the School's dedicated and experienced faculty and leadership team, St. Sebastian's Board of Trustees is committed to a successful transition to new leadership upon the retirement of its visionary, long-serving headmaster, William Burke. Importantly, the next Head will work with a deeply devoted and mission-aligned faculty - educators who love the School.

On this foundation, the next Head of St. Sebastian's will need to:

- Authentically and visibly exude, champion, and reinforce the St. Sebastian's mission, core values, and belief in supporting each and every student;
- Promote character formation and moral development within the foundational context of the School's Catholic identity;
- Engage with students, faculty/staff, parents, and alumni in a visible and energetic way, modeling the importance of connections and relationships and promoting the deep sense of community and mutual respect that defines the St. Sebastian's experience;
- Support and affirm students, families, and alumni of all backgrounds and faith traditions;
- Successfully recruit and retain mission-aligned faculty and staff while building on the deep reservoir of collegial trust that already exists;
- Bring vision and inspiration to refining, executing, and leading robust fundraising efforts;
- Support and enhance programs that promote student well-being, balance, and resilience.



Qualifications and Personal Attributes

The following professional and personal qualifications and qualities will be important for the School's next Head of School.

Professional

- Experienced educator who understands and believes in the value of an all-boys model and the importance of a faith-based curriculum and orientation;
- Gifted public speaker who can articulate and effectively promote St. Sebastian's mission, values, culture, and belief in every student;
- Visible and consistently engaged presence throughout the school community, both within the academic and religious spaces and outside on the playing fields and in parent and alumni gatherings;
- Strategic, big-picture thinker who can work collaboratively with the Board to shepherd the school's future growth;
- Monetary and business acumen to effectively manage and sustain a large and complex financial operation.

Personal

- A person who enthusiastically lives the Catholic independent school mission;
- A clear and inspiring communicator, in writing and in speech;
- An accessible and engaging leader who demonstrates attention and care not only for the students, but also for their families;
- A model for collaborative thinking and compassionate listening, balancing and making space for a variety of opinions and perspectives;
- A person of high intellect, integrity, and unimpeachable moral character.

Learn More

Click on the links below to learn more about St. Sebastian's School.

[School Website](#)

[Virtual Campus Tour](#)

[School History](#)

[School Profile](#)

[Spirit & People Campaign](#)

[About Needham, Massachusetts](#)

[Diversity and Inclusion](#)



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 writing sample of your choosing on the topic(s) of education, leadership, and/or your own life story to:

Devereaux McClatchey
President
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