



President

SEARCH PROSPECTUS

Xavier High School



XAVIER HIGH SCHOOL

MIDDLETOWN, CT

xavierhighschool.org

START DATE – JULY 2025

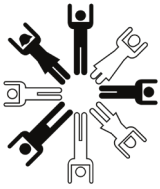
Partners in Mission School Leadership Search Solutions, LLC

FAST FACTS



1963

Established



25%

Students of color



545

Enrollment



MISSION STATEMENT

As a Catholic college preparatory school jointly sponsored by the Xaverian Brothers and the Diocese of Norwich, Xavier High School fosters the spiritual, academic, and physical growth of its students and challenges them to use their God-given talents in service to others so that each Xavier graduate is fully prepared to respond to the Christian call of our school motto, "Be A Man."

VISION

A Catholic community fostering excellence in scholarship, leadership and service.

OVERVIEW

Ever true to its Xaverian roots and traditions since its founding in 1963, Xavier High School stands tall as a top-tier Catholic, all-boys school steadfastly dedicated to its mission, to fostering excellence in scholarship and leadership, and to instilling in its students the commitment to use their God-given talents in service to others.

Xavier High School, located in Middletown, Connecticut, is a private, all-boys Catholic high school that has been a leader in academic excellence, faith formation, and service since its founding. Jointly sponsored by the Xaverian Brothers and the Diocese of Norwich and part of the Xaverian Brothers Sponsored Schools, the school is rooted in the mission of educating young men in the Catholic tradition, fostering both intellectual growth and spiritual development of young men to use their God-given talents in service to

FAST FACTS



All-boys



46

Total faculty



\$1.65M

Financial aid awarded

others so that each Xavier graduate is fully prepared to respond to the Christian call of our school motto, "Be A Man." All faiths are welcome at Xavier, where a 62-acre campus more than amply supports approximately 545 students drawn from over 60 towns across middle Connecticut and beyond. The school prides itself on maintaining small class sizes and a 12:1 student-to-teacher ratio, ensuring personalized attention and a nurturing environment for all students.

In addition to its academic achievements, Xavier High School offers a wide range of extracurricular activities and athletics that enrich the student experience. With over 40 clubs and organizations, including a strong performing arts program and competitive athletic teams, students are encouraged to explore their interests and talents. The Xavier Falcons, well known for their success in sports such as football, cross country, and wrestling, compete at high levels across the state and region. The school also emphasizes community service, with students participating in various outreach programs that foster empathy and a commitment to helping others. Nearly 100% of Xavier graduates go on to pursue higher education, with many attending prestigious universities across the country.

Xavier High School has consistently produced strong academic outcomes. The Class of 2024 boasts a 100% college acceptance rate, with graduates attending institutions such as Boston College, the University of Notre Dame, and Georgetown University. Over 70% of students participate in Advanced Placement (AP) courses, and the school's AP pass rate is well above the national average. In recent years, Xavier has expanded its STEM offerings, including new courses in robotics and engineering, while also maintaining its commitment to liberal arts and the humanities. Xavier's holistic approach to education helps students grow academically, spiritually, and socially, preparing them for successful futures.

Xavier has carved out a unique position among the thirteen Xaverian schools nationwide that enables it to gain strength from its rich foundations and traditions while preparing itself for a vibrant future. For six decades, Xavier teachers, students, and alumni have been animated by the call to "a life of constant searching" in a community grounded in "enduring personal relationships" and the five core values of "simplicity, humility, compassion, zeal, and trust." Thus animated, and highly regarded throughout Connecticut for excellence in both academics and athletics, Xavier proudly strives to inspire its students to live lives of service and leadership. That purpose lies deep in the Xavier marrow, while a robust Campus Ministry Department, the signature Xavier Leadership Institute (XLI) for seniors, and many other traditions reinforce it.



Led by a dedicated Board of Directors, Xavier High School seeks an inspiring, faith-filled, people-centered leader to become its next President to begin July 2025. The successful candidate will be a superb communicator and relationship-builder who will embrace Xavier's mission and traditions while charting a bold vision for a thriving future. The next leader must have demonstrated the skills and temperament to unite faculty and staff, students, alumni, and school community in common cause and purpose.

THE POSITION

The President is the chief executive officer of the school, and as such is ultimately responsible for all institutional and operational programs of the school. The President is appointed by the Board of Directors and is responsible to the Board of Directors.

Among the duties of the President are the following:

- Articulates the philosophy and mission of Xavier High School;
- In close collaboration with the Board Chair, helps to facilitate the work of the Board and implement the policies and other decisions set by the Board;
- Prepares recommendations for the annual operating budget and implements budgets approved by the Board;
- Develops the planning process for the school including institutional long-range planning (strategic planning), the development program, facilities and institutional resources, and capital funding;
- Directs the financial and fund-raising operations of the school;
- Develops the life of the school as a Christian community, an academic center, and a Xaverian Brothers sponsored institution according to the vision and goals of the Xaverian Brothers;



FAST FACTS



46%

Faculty with advanced degrees



26

STEM courses



12:1

Student-teacher ratio



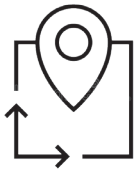
- Represents Xavier High School in its dealings with other schools, institutions and agencies, community organizations, and the general public;
- Assumes final responsibility for the selection, assignment, evaluation, and dismissal of all personnel;
- Appoints the Principal and other administrators;
- Assumes major responsibility for the recruitment, selection, and evaluation of the professional staff;
- Serves as school representative in legal matters;
- Supervises the business affairs of the school including all purchases, insurance and retirement programs, audit, licenses, rental of property, summer programs, bookstore, and cafeteria;
- Directs the marketing, recruitment, admissions, scholarship, and financial aid Programs; and,
- Assumes final responsibility for the acceptance of all students.

OPPORTUNITIES AND CHALLENGES

Following recent turnover in the leadership team, the next President must bring a sense of stability and confidence in directing the mission and vision of the school. The community would benefit from a pastoral, “ministry-of-presence” approach in its next school leader.

In addition, the demographics shifts in the Northeast have caused some enrollment decline and a right sizing of the institution. This trend will call upon the next President to be an innovative and strategic leader to determine the best pathways for long-term operational vitality for the school.

FAST FACTS



62 acres

Campus size



51%

Students receiving aid



\$12M

Endowment

Some of the challenges for the new President will likely include the following:

- Maintain the outstanding academic reputation of the school while continuing to foster equally impressive outcomes for athletics, the arts, and other co-curricular activities.
- Develop a consistent admission policy that supports the inclusive mission of the school while holding the line on expected academic standards.
- Work closely with the board, develop a bold, credible, near-term vision and plan for the school and execute the plan with rigor and discipline.
- Carefully cultivate and demonstrate the distinct advantages of the President/Principal model for the benefit of the school.
- Grow the donor base to enrich the financial condition of the school and begin building a culture of philanthropy that will expand access for needy students and sustain the important mission of the school as a welcoming and inclusive Catholic institution.
- Continue raising the profile and value proposition of the school's Catholic identity and model those core values in one's leadership of the school.

DESIRED QUALITIES AND QUALIFICATIONS

As mentioned earlier in this document, the school operates in the President/Principal Model. In this increasingly popular and powerful leadership structure, the Principal reports to the President and is responsible for overseeing day-to-day academic operations, which frees up the President to be the more outward facing "institution builder" – the fundraiser, friend raiser, mission leader, vision-setter, and overall face of the school to the community. This key role will require a leader with exceptional poise, presence, energy, and communications skills. It will also require an effective team builder who will work in partnership with the Principal and senior leadership team in driving the agenda and achieving the board's great ambitions for the school.



FAST FACTS



\$11.3M

Annual operating budget



91%

Percentage participation in after-school activities

AP

18

National AP Scholars in past 5 years

To qualify for this extraordinary opportunity, you will need to be a practicing Catholic and accomplished servant leader with passion for the vital mission of Catholic schools. The board welcomes candidates from other Catholic or independent schools as well as accomplished executives from other mission-critical career venues such as higher education; non-profit foundations, associations, charities, and the like; or the corporate, civic, and professional services arenas. While knowledge of education and school operations is preferred, other qualities and experiences are also greatly valued, especially visionary, entrepreneurial leadership and the ability to inspire, lead a high performing team, and create demand for the extraordinary gifts of a Catholic education.

This is a rare and timely opportunity to take a high-performing all-boys Catholic preparatory school to the next level while championing the critical role of Catholic education for children, families, and communities. The next President will join a proud, premier Catholic high school for boys at a time of dynamic opportunities for its future. With mission clear, tradition rich, and faculty experienced and deeply dedicated to students, Xavier poises itself to grow – strategically and inclusively – by building on its enduring strengths and capitalizing on its spirit of “constant searching.” In addition to its motivated and highly engaged students and devoted faculty, Xavier’s loyal parents and alumni share a love for the school that will put wind in the sails of a President who exudes and articulates Xaverian values while moving Xavier to an even stronger version of itself.

On this foundation, the next Xavier President will need to:

- Articulate and animate Xavier’s mission and the Xaverian values of “simplicity, humility, compassion, zeal, and trust”





- Visibly and energetically engage with students, faculty and staff, parents, alumni, and the wider community, modeling the importance of connections, relationships, and the deep sense of community and mutual respect at the core of the Xavier experience
- Inspire and unite faculty and administrators while holding them to the highest performance standards of a premier school
- Review administrative roles, responsibilities, and structures to determine the most effective means of aligning them with the school's needs, capitalizing on existing talent, developing aspiring leaders, and supporting succession planning
- While exhibiting fluency with sound fiscal management and the impact of demographic headwinds, instill a mindset of strategic and opportunistic growth throughout the school
- Partner with the Board of Directors in completing and implementing the strategic plan
- Invigorate, unify, and energetically lead the Advancement functions of enrollment management, development, and marketing and communication
- While holding steadfastly true to proven traditions and culture, orient the school community to an even more inclusive and expansive future
- Within the context of Xavier's traditional curriculum and successful teaching practices, ensure that curriculum and pedagogy embrace contemporary best practices and appropriate innovations
- Ensure the vibrancy of all academic departments and co-curricular programs and promote those programs that differentiate Xavier from its competitors



FAST FACTS



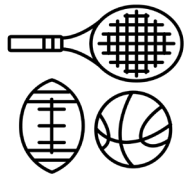
41

UConn Early College
Experience Credits



65

Service hours needed to
graduate



17

Interscholastic sports

- Support and enhance programs that promote student social and emotional well-being, academic guidance, and college counseling
- Represent Xavier on the larger educational community in the area, particularly with the relationship with Xavier's sister school Mercy High School

The next President of Xavier High School must be a practicing Catholic, able to lead with both faith and conviction while supporting the school's mission to "build boys into men, men like Christ." Reporting to the Board of Directors, the President will oversee all people, programs, and operations of the school, including a team of senior administrators that includes the Principal, Advancement, Enrollment, Athletic Department, Facilities, and overall finances.

The following professional and personal qualifications and qualities will be important for the next President.

Professional

- Experienced educator and school leader
- Understanding of and passion for the value of an all-boys model and a faith-based orientation
- Outstanding public speaker, able to communicate effectively with all constituents
- Visible and consistently engaged presence throughout the school community, including within academic and religious spaces, at athletic and artistic events, and in parent and alumni gatherings
- Strategic, big-picture thinker who can work collaboratively and inspiringly with colleagues and the Board to steer the school's growth and prosperity
- An able manager - organized, consistent, and able to hold all accountable
- Financial, operational, and business acumen
- Broad-based advancement experience preferred

Personal

- A person who enthusiastically embraces Xavier's Catholic identity and can clearly articulate and animate the role of faith in school life
- A clear and inspiring communicator in all forms and contexts
- By inclination a "people person," present and accessible to students, colleagues, alumni, and parents
- An exemplar of lifelong learning and continuous growth
- A compassionate listener
- A collaborative thinker who is also comfortable being decisive



ABOUT THE AREA

Nestled along the picturesque banks of the Connecticut River in the middle of the state, Middletown is a vibrant city known for its rich history and dynamic culture. With a population of around 47,000, it offers a perfect blend of urban convenience and small-town charm. Residents enjoy a thriving arts scene, diverse dining options, and ample recreational opportunities, including parks, hiking trails, and riverfront activities. Middletown is also home to several esteemed educational institutions, including Wesleyan University, which fosters a youthful energy and a commitment to lifelong learning. Plus, with easy access to major highways, residents are just a short drive from both New York City and Boston, making it an ideal location for those who want to experience the best of both worlds.

Relocating to Middletown means becoming part of a welcoming community that values connection and collaboration. The area boasts excellent schools, a low cost of living, and convenient transportation options, making it a great hub for both commuting and weekend getaways. With an array of local events, farmers' markets, and festivals throughout the year, there is always something to enjoy.

APPLICATION PROCESS

The search committee is on a fast-track to identify and secure the next President. All inquiries and applications will be treated with the highest degree of confidentiality and with the greatest respect.

The successful candidate will be expected to assume the responsibilities of the position in July 2025. Do not delay. Connect with us today!

To apply, please submit the following four documents, confidentially and as separate PDF attachments.

- Letter of Interest that aligns your experiences and skill sets with the current needs of the school as you understand them.
- Statement of Catholic educational leadership philosophy.
- Current resume with all appropriate dates included.
- List of five references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.
- Please include "Xavier High School - President" in the subject field.



Assemble all of the application materials in one email to:

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