



OUR LADY
of
GOOD
COUNSEL
HIGH SCHOOL

Principal

Job Description & Posting



OUR LADY OF GOOD COUNSEL HIGH SCHOOL

OLNEY, MARYLAND

www.olgchs.org

START DATE - JULY 2025

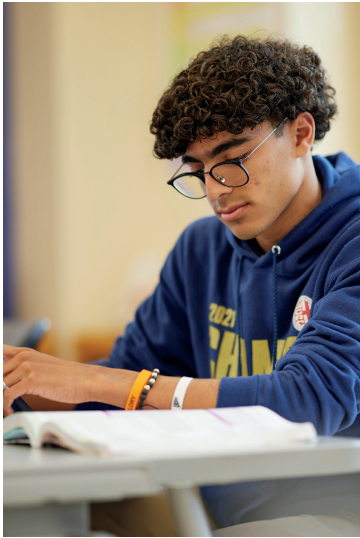


MISSION STATEMENT

At Our Lady of Good Counsel, a Catholic high school sponsored by the Xaverian Brothers, we inspire our students to excel, serve, and love.

THE OPPORTUNITY

Our Lady of Good Counsel High School is searching for its next Principal, who will begin in July 2025. The Principal is the school's Chief Academic & Program Officer appointed by the President and reports to the President. Responsible for all educational programs and outcomes, the Principal provides faculty support and supervision and directs all student, faculty, and parent programs. The Principal is the instructional leader responsible for developing, modeling, and communicating a strong, mission-focused school culture. Additionally, will be a community builder, strengthening the partnerships between faculty, students, and parents. This role manages Good Counsel's educational, artistic, and athletic programs while supporting the school's overall faith formation, business operations, communications and public relations, enrollment, alumni relations, and fundraising efforts. The Principal is part of the President's leadership team consisting of the Chief Advancement Officer, Chief Communications and Enrollment Management Officer, Chief Financial Officer, and Chief Mission and Identity Officer.



SCHOOL AND COMMUNITY

Our Lady of Good Counsel High School is a co-educational Catholic high school in Maryland, located between Baltimore and Washington, D.C. Good Counsel is dedicated to academic excellence, character development, and a commitment to preparing students for lifelong success by providing a college preparatory education rooted in the Catholic, Christian values of the Xaverian Brothers.

Serving the greater Washington metropolitan area for more than 60 years, Good Counsel was founded in 1958 by the Xaverian Brothers as a Catholic high school for boys in Wheaton, MD. After thirty years, the school became co-educational in 1988 and continued to serve an expanding student body. Over the decades at the Wheaton campus, enrollment continued to grow, as did the need for a larger, more modern facility. In 2007, the school relocated to its current 51-acre campus in Olney, MD.



Today, with an enrollment of 1,300 students, Good Counsel is a highly visible and sought-after Catholic and Independent high school locally and regionally. The diverse student body is evenly split by gender with 55% students of color, and 21 international students. About 50% of students are Catholic and students attend from multiple counties, including Montgomery, Prince George's, and Howard Counties. The school has 101 exceptional faculty members with 85% holding advanced degrees. For the 2024-25 school year, domestic tuition is set at \$30,995 with approximately 45% of students receiving tuition assistance.

Good Counsel is a vibrant, diverse, and inclusive Catholic community that inspires students to excel, serve, and love. “In harmony, small things grow” is the motto of the Xaverian Brothers, and at Good Counsel students not only grow but flourish. In our dynamic community parents and students form enduring personal relationships with each other—and with their teachers, coaches, and advisors. Relationships formed here deepen the sense of belonging that our graduates and families carry with them well beyond their days at Good Counsel.



The school is fully accredited by the State of Maryland and dually accredited by the Association of Independent Maryland and DC Schools (AIMS) and the Middle States Association of Secondary Schools and Colleges. Good Counsel has twice been named a “Blue Ribbon School of Excellence” by the U.S. Department of Education. It is a member of the College Entrance Examination Board, the National Association of Independent Schools (NAIS), the National Catholic Educational Association (NCEA), and the National Association for College Admission Counseling (NACAC).

ACADEMIC DATA

2024 ADVANCED PLACEMENT CALCULUS SCORE DATA

- Average score 4.49
- 100% of students scored a 3 or better
- 92% earned a 4 or a 5

2024 INTERNATIONAL BACCALAUREATE DATA

- 31 IB diploma students earned a combined four-year scholarship of \$7,078,256
- 108 scholarships offered to IB students
- 21 IB students accepted into Honors Programs
- 4.7 average exam score for diploma earners

2024 SAT DATA

- 1414 average SAT score among the top 25% of students

2024 PROJECT LEAD THE WAY STEM NATIONAL DATA

- 20% of Good Counsel STEM students scored in the “Distinguished/Highest” range
- 82% of Good Counsel STEM students scored in the “Accomplished” second range
- 77% of our STEM students met the qualifications for college credit

EXCEPTIONAL ACADEMICS

As a Catholic school, Our Lady of Good Counsel High School’s academic programs are based upon and inspired by the Gospel of Jesus Christ and the teachings of the Roman Catholic Church. Every effort is made to foster a spirit and sense of community supported by a belief in the dignity and uniqueness of everyone.

The Good Counsel curriculum is defined, yet flexible; students can choose a path that allows them to focus on a certain field of study or explore a host of subjects, all while benefiting from a college preparatory program. Teachers personalize the educational process and work with students at all levels of development to support each student. Students challenge themselves in the classroom and explore subjects of personal curiosity in courses such as Aerospace Engineering, America at the Crossroads, Latin, Bioethics, and Theater Production.

Good Counsel students find success in the school’s Advanced Placement courses and International Baccalaureate Diploma program. For highly motivated students with diagnosed mild learning disabilities, the Ryken Program offers a structured, small-group learning environment. The STEM program is nationally recognized and introduces up to 40 students each year to engineering with its hands-on, project-based curriculum called Project Lead the Way. Good Counsel has been recognized as a “Distinguished Project Lead the Way School,” a distinction earned by only 2% of qualified schools nationally. The 1:1 iPad program bridges a gap between the computer technology available in school and out of school. Our students develop an appreciation for the deep learning that results when technology is used effectively as part of their formal education.

With a 100% reported college matriculation, students leave Good Counsel prepared to succeed in the world.



AWARD-WINNING ARTS

Good Counsel offers an outlet for every artist to emerge. With programs in choral music, instrumental music, visual arts, dance, and theater, Good Counsel has an outlet for every student to discover their artistic side. The school brings students into contact with professional artists from each discipline in a variety of ways, including workshops, mentorships, and community-based relationships that connect to the world outside the classroom.

The school offers choral and instrumental music programs; dance classes in agility, balance, and strength; classical dance techniques; jazz dance and modern dance; theater courses that allow students to explore the depths of their talents in acting, directing, playwriting, and aspects of theater design; and visual arts courses in art fundamentals, ceramics, drawing & painting, and AP Studio Art. In addition, Good Counsel has the only marching band in the Washington Catholic Athletic Conference with over 50 participants.

Good Counsel graduates have performed on Broadway and the big screen in award-winning movies like *The Color Purple*. They have received Emmys for artistic and technical achievements. They are brilliant jazz musicians, accomplished writers, and beloved comedians. Their notable talents shine bright and provide a source of pride for all Falcons.



FAST FACTS



75+

WCAC Titles



40+

Athletic Teams



775+

Student-athletes



REGIONALLY AND NATIONALLY RANKED ATHLETICS

Good Counsel's top-ranked athletics program allows student-athletes to pursue their sports at a competitive level. Nationally recognized as a premier athletics program, Good Counsel holds 75+ Washington Catholic Athletic Conference (WCAC) titles from the past decade alone. The 775 students who join the Good Counsel Athletics' 40+ programs learn self-respect, self-discipline, and self-esteem. Most importantly, they understand themselves better as they strive to live the Xaverian values on and off the field.

Good Counsel graduates have won at the Penn Relays, played at the highest level of Division I athletics, and traveled throughout the country to compete. They've even won gold in the Olympics, played in the NFL, and competed on the U.S. Women's National Soccer Team. Their efforts bring honor to our school and earn the respect and admiration of their opponents.



ROBUST SCHOOL LIFE

Good Counsel's welcoming and enriching community extends beyond the classroom, the stage, and the playing fields. The vibrant student life is evident in a range of cultural, academic, spiritual, and social clubs available for students. With retreats, mission trips, and service opportunities, Good Counsel students have countless opportunities to grow and experience the school's values. The Office of Mission and Identity is an important part of student life and integrates Good Counsel's Catholic and Xaverian mission and identity into day-to-day life.

Good Counsel offers students extracurricular and co-curricular activities through the club program. The goals of the club program are to foster students' exploration of their areas of interest and to build social and leadership skills. Under the guidance of faculty advisers, students can choose from more than 50 different clubs, from robotics to cooking to service, and affinity groups, and they also have the opportunity to create a new club or group if there is interest. Students are encouraged to participate in at least one activity each year. Like our athletics and arts, students perform at a high level; the Speech and Debate club has earned 17 consecutive Metro Titles.

MODERN STATE-OF-THE-ART CAMPUS

Good Counsel is located in Olney, MD. The campus is home to exceptional academic, arts, worship, and athletic facilities constructed in 2007. This includes 12 science and technology labs; a 150-seat chapel; a 650+ seat state-of-the-art Performing Arts Center (2016) including a dance studio; a library and new teaching and learning center; two indoor gyms; a turf field; a running track; a baseball stadium with batting cages; five practice fields; two weight rooms; and a comprehensive athletic training room. Good Counsel will conduct a campaign planning study this fall with possible priorities, including a STEM Center, an Athletic and Wellness Center, and continuing to build the endowment.





OPPORTUNITIES AND CHALLENGES

With Good Counsel’s vibrant school community, successful and high-achieving academic programs, and strong enrollment, many opportunities are present for Good Counsel’s continued advancement as a highly sought-after school for families and students throughout the region. Good Counsel is committed to providing every student access to best practices in 21st-century teaching and learning, supported by an innovative curriculum, rigorous college preparatory programs, and comprehensive student services. In the near term, the Principal, through leading, managing, and working with the assistant principals and program directors, will:

- Strengthen faculty & staff formation as educators in a Catholic, Xaverian Brothers Sponsored School.
- Further advance and strengthen the school culture.
- Ensure that academic programs capitalize on school strengths and meet the evolving needs of students and families. The next Principal will be called upon to strategically discern, in collaboration with other school leaders, which programs to capitalize on and advance.
- Ensure that students who are not in specialized academic programs have rigorous curriculum and instruction leading to AP and/or IB coursework.
- Develop a comprehensive, multi-leveled faculty professional development program.
- Apply IB approaches and philosophy in teaching and learning across all grade levels and courses.
- Enhance the educational technology program for students and faculty. Strategically discern, with other school leaders, how to remain at the forefront of educational technology and AI.
- Further integrate student support programming to cultivate student belonging and well-being.
- Broaden college counseling access and advising.
- Work closely with other school leaders to carry out strategic plan activities to ensure the academic vision is well-articulated and effectively executed with the faculty and staff.
- Work in collaboration with the President and the leadership team to support a fundraising campaign to advance Good Counsel’s future.



JOB DESCRIPTION SUMMARY:

Leadership & Vision

- Inspires and leads faculty and teaching staff, creating a positive, inclusive, collaborative culture.
- Creates a culture where diversity is embraced as an institutional strength.
- Transparently collaborates and delegates responsibilities to the program leadership team and faculty leaders.
- Works in close partnership with the President and Board of Directors to align Good Counsel's strategic goals with the broader vision for the institution.
- Executes the strategic academic vision for Good Counsel, emphasizing academic excellence, student well-being, and our Xaverian Values.
- Models a supportive professional faculty culture and positive morale.
- Actively and collaboratively engages in long-term planning to support the growth and success of Good Counsel.
- Serves as the liaison to the Board of Directors's Educational Programs Committee.

Mission & Identity

- Ensures that the Catholic and Xaverian nature of Good Counsel's mission is clearly articulated to the school community.
- Sustains the mission of Good Counsel by upholding the school's tradition of excellent academic and spiritual formation and competitive athletic, artistic, and educational extracurricular pursuits, with a focus on the charism of the Xaverian Brothers.
- Ensures that the programs for the spiritual and professional growth of the faculty are planned and implemented in collaboration with the program leadership team and the Chief Mission & Identity Officer.



Academic and Program Management

➤ *Faculty, Staff, and Committee Management*

- Manages and supervises the program leadership team, including the Assistant Principal of Students, Assistant Principal of Academics, Assistant Principal of Faculty, and Assistant to the Principal.
- Manages, supervises, and provides growth experiences for faculty, directors, and coordinators of the STEM, Ryken, Advanced Placement, and International Baccalaureate programs.
- Oversees two Deans of Students, Department Chairs, Security Officers, and the Head School Nurse.
- Manages and supervises the program leadership team to offer rigorous, student-focused academic, arts, and athletic programming for all students.
- Provides management, supervision, and growth experiences for the Athletic Director and the fine/performing arts faculty to deliver high-quality and high-performing programming.
- Manages and oversees the Academic Council and Faculty & Staff Committees.

➤ *Program Management*

- Establishes policies and procedures to ensure curriculum, instruction, and assessment provide a rigorous educational experience for all students.
- Provides systems, policies, and procedures to manage and deliver all co-curricular and extracurricular offerings.
- Works with the program leadership team and department chairs to ensure ongoing curriculum review and development.
- Monitors, maintains, analyzes, and reports on student performance achievement results and data.
- Works with faculty and department chairs to plan, implement, and evaluate instructional experiences.

Faculty & Development

- Recruits, hires, and retains a talented and diverse faculty and staff.
- Establishes systems and maintains relationships that foster a positive faculty morale and culture.
- Creates a comprehensive professional development plan and implements programs that inspire faculty to grow and evolve in their teaching practice in collaboration with the academic program leadership team.
- Provides professional development experiences for department chairs, directors, and coordinators to improve and enhance their management skills and abilities.
- Creates and implements systems for annual faculty and staff evaluations, provides constructive feedback, and recognizes outstanding performance.
- Serves as a leader and catalyst for teachers to enhance and develop instruction.



Student Services, Development, and Well-Being

- Establishes systems to sustain an inclusive and supportive environment for all students, working with the program leadership team.
- Establishes an inclusive and positive student behavior management philosophy and approach that is rooted in Good Counsel's Catholic and Xaverian Values.
- Manages a positive student behavior management system that sustains a superior academic and social learning environment, working with the program leadership team.
- Manages, supervises, and provides growth experiences for all counseling, medical, and athletic student support faculty and staff.
- Manages college admissions counseling services and programming that meets the needs of all students and models best practices among Washington, D.C., area independent Catholic high schools.
- Provides systems, policies, and procedures to support student physical, social-emotional, academic, and mental health counseling programs and services.



Community Engagement & Communication

- Serves in conjunction with the President as lead ambassadors for the school to students, families, alumni, and the greater community.
- Exercises a ministry of visible presence at school functions, including parent groups, enrollment events, athletic and art events, student activities, and faculty gatherings – further building a sense of community and animating the Xaverian Brothers' charisma.
- Builds strong relationships with families, addressing their concerns and informing them of school developments.
- Creates and offers, with the program leadership team, parent programming to support families and students.
- Cultivates a sense of community, fostering parent involvement and maintaining strong ties with alumni, donors, and local organizations.

Operational & Financial Management

- Oversees program budgets in collaboration with the President and Chief Financial Officer, ensuring financial sustainability and strategic allocation of resources.
- Supports fundraising initiatives, attends fundraising events, and works closely with the advancement team to engage alumni and donors.
- Establishes policies and procedures to ensure the safety and security of the school campus in conjunction with the Administrative Management Team, program leadership team, Emergency Preparedness Committee, and local law.
- Assists the President in establishing policies following relevant State of Maryland education laws and ensures compliance with all regulatory requirements and school policies, prioritizing safety and operational efficiency.
- Determines and publishes the annual school calendar in concert with the President and other school leaders.
- Works with the Executive Director of Business Operations to provide a system to oversee, communicate, and implement faculty and staff personnel policies and procedures.

QUALIFICATIONS AND HOW TO APPLY

The Ideal Candidate Will:

- Embrace the school's tradition of excellent academics, strong spiritual formation, competitive athletic, artistic, and educational extracurricular pursuits focusing on service to the community and the importance of faith and family.
- Be an innovative thought leader with an educational philosophy that balances current needs and tradition with the future needs of the school and its constituents.
- Demonstrate a high level of experience with rigorous, high-profile college preparatory schools, including ones with International Baccalaureate and Advanced Placement Programs.
- Be a decision-maker with a demonstrated record of collaboration and teamwork with other school leaders and colleagues.
- Be a skilled, clear, and effective communicator who writes and speaks passionately and persuasively to diverse audiences.
- Demonstrate a track record of establishing and maintaining systems to improve student success and support faculty.
- Be a strategic thinker with demonstrated experience with strategic planning implementation and leading activities to successfully achieve objectives.
- Be highly transparent and relatable to teachers, staff, parents, and students.
- Be comfortable in a highly visible school environment, internally and externally.
- Possess a deep understanding and appreciation for the diplomacy required to work with various constituent groups.

A Successful Candidate Must:

- Be a practicing Catholic with the desire for visible and active participation in the faith life of the school.
- Robustly uphold our Catholic identity and educational tradition while embracing the principles and the calls of the Xaverian Brothers.
- Hold a Master's degree in Education, Educational Leadership, or a related field.
- Have five years or more of exemplary and innovative leadership and management experience in a school setting, with demonstrated success as a Principal, Assistant Principal, or similar leadership role.
- Have at minimum five years of experience directly managing program directors, teachers, and academic support staff members.
- Have professional experience at a high-performing private Catholic or independent school.
- Have demonstrated experience and/or commitment to serving a school community that is culturally, religiously, and socioeconomically diverse.
- Have experience creating, managing, and analyzing school and program budgets.
- Be self-motivated, possess superior organizational and communication skills, and a sense of humor.

Salary

- \$190,000–\$210,000 based on experience



BENEFITS

- Comprehensive medical, dental, and vision plans
- Paid time off and sick leave
- Retirement plan with matching contributions
- Tuition benefits for children of employees
- Free daily lunch provided by Sage Dining Services
- Reimbursement for continuing education and professional development
- Generous holiday leave
- Access to mental health care/counseling
- Flexible Spending Account
- Employee discounts for Good Counsel summer camps



To apply, send the following three documents to PrincipalSearch@olgchs.org

- A **cover letter** outlining why your background and experience qualify you to be Our Lady of Good Counsel High School's Principal and why you seek this Catholic, Xaverian Brothers school career opportunity.
- A **resume** summarizing your education and career experience.
- A **list of five references**; these references will not be contacted until later in the search process and the candidate's permission will be sought before contacting any reference.

Applications will be accepted through February 21, 2025, with a priority application review deadline of February 3. Candidate application materials will be reviewed as they are received. Initial interviews are anticipated to start at the beginning of March.



NON DISCRIMINATION

Our Lady of Good Counsel High School does not discriminate in its educational and employment policies based on race, color, national origin, ethnic origin, sex, age, disability, religion, or sexual orientation. The following person has been designated to handle inquiries regarding the non-discrimination policy: Evelyn Nicholas, enicholas@olgchs.org.

ABOUT THE OLNEY, MARYLAND AREA

Olney, Maryland is located between two major urban areas; about 15 miles north of Washington, DC, and 30 miles south of Baltimore. With a current population of 35,820, Olney was largely agricultural until the 1960s, when the growth of the District of Columbia's suburbs led to its conversion into a mostly residential area. Today, Olney is a vibrant and family-friendly community that is home to more than 250 local businesses. Living in Olney offers residents a sparse suburban feel, and most residents own their homes.

Founded in 1938 and located directly across the street from Good Counsel, the Olney Theatre Center is one of two state theaters in Maryland. It presents professional-level dramatic and musical live theatrical productions in its large and modern playhouse on the east edge of town, drawing audiences from across the Washington metropolitan area. The community is also home to an October Community Night that takes place on the Good Counsel campus and a large community festival in April, known as "Olney Days." The event includes a parade, charity bike ride and walk, and movie night. Olney has more than a dozen houses of worship of multiple faiths, including Catholic, Episcopalian, Methodist, Jewish, Seventh-Day Adventist, Baptist, and Latter-Day Saints.



PROFILE | CLASS OF 2024



322

Graduates



attending

116

Colleges and universities in **26** states and D.C.

5

Ivy League Acceptances

47%

Attending US News' Top 100 Colleges and Universities

65%

Received four-year academic scholarship offers



totaling

\$45.7 M

A SCHOOL RECORD!
Averages to **\$218k** per student

70%

Attending a college outside of Maryland

39%

Are attending private schools

45%

Accepted into honors programs across **26** colleges and universities

100%

Reported acceptance to a four-year college or university

30K

Collective community service hours contributed

28

STEM Program students offered **99** academic scholarships totaling **\$9.5M**

54

NCAA student-athletes earning **\$6.69M** in scholarships

31

International Baccalaureate (IB) Program students awarded **108** academic scholarships totaling **\$7M**



THE MISSION OF A XAVERIAN BROTHERS SPONSORED SCHOOL

Xaverian Brothers Sponsored Schools serve the Catholic Church's educational mission by forming young people to be faith-filled contemplative leaders who address the evolving needs of our world. Informed by our Xaverian and gospel values, our schools seek to educate the whole student by nurturing each person's unique giftedness. Xaverian students model Christ by utilizing their talents to respect the diversity of God's creation, seek justice, and love their neighbor.

CALLS OF A XAVERIAN BROTHERS SPONSORED SCHOOL

The call to embrace our Catholic identity and Xaverian charism as partners in the church's mission of evangelization within its ministry of education. The call to a spirituality, flowing from a contemplative stance, which is formed by God's presence in the common, ordinary, unspectacular flow of everyday life. The call to be formed in the spiritual values of simplicity, humility, compassion, zeal, and trust. The call for a challenging academic and cocurricular program that promotes the development of the whole person and their unique giftedness. The call to recognize our Christian responsibility to work for justice and peace by responding to the needs of others. The call to build diverse and inclusive communities that encourage enduring personal relationships through an understanding of culture and perspectives.

