

XAVIER HIGH SCHOOL

PRESIDENT SEARCH

BOYS, GRADES 9–12
NEW YORK, NY
JULY 2027

MISSION

Founded in 1847, Xavier High School is an academically rigorous, Catholic, Jesuit, college preparatory school in New York City that educates intelligent, motivated young men of diverse backgrounds and means. Xavier teaches students to take responsibility for their lives, to lead with integrity, to act justly in service of others, to pursue excellence in every endeavor and to deepen their relationship with God. Ultimately, Xavier forms young men who will go forth to transform the world for God's greater glory.

THE OPPORTUNITY

The Board of Trustees of Xavier High School has commenced a search for its next President, whose term will start in July 2027. Since 1847, Xavier has educated young men to live lives of leadership, compassion and service. The school encourages each student to strive for excellence and demand more of themselves by living out the five characteristics of the Profile of the Graduate at Graduation: **intellectually competent, loving, open to growth, religious and committed to justice.** These traits stem from the Jesuit philosophy of pursuing the *magis*.

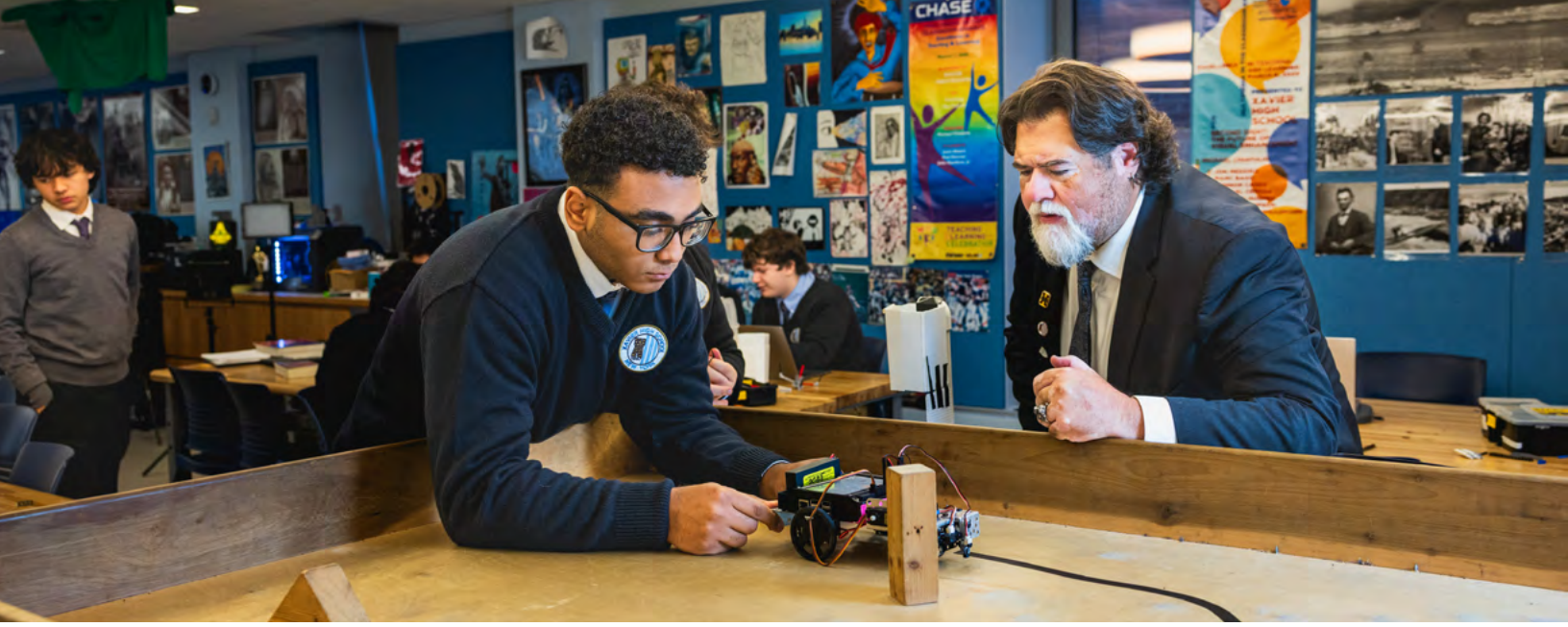
Xavier is firmly grounded in its Jesuit, Catholic identity. The Board and the Xavier community seek a leader who, as Director of the Work, is committed to this identity and who will be fully involved in the life of the school as well as with the greater New York City community. This leader must be a collaborator in the truest sense of the word, who firmly believes in the value of shared leadership and shared responsibility. The students and faculty are at the heart of the Xavier experience, and the next President will actively engage all constituents, embrace the community, culture and purpose of Xavier, and enjoy the support of a committed and experienced staff and faculty, as well as Xavier's loyal alumni.

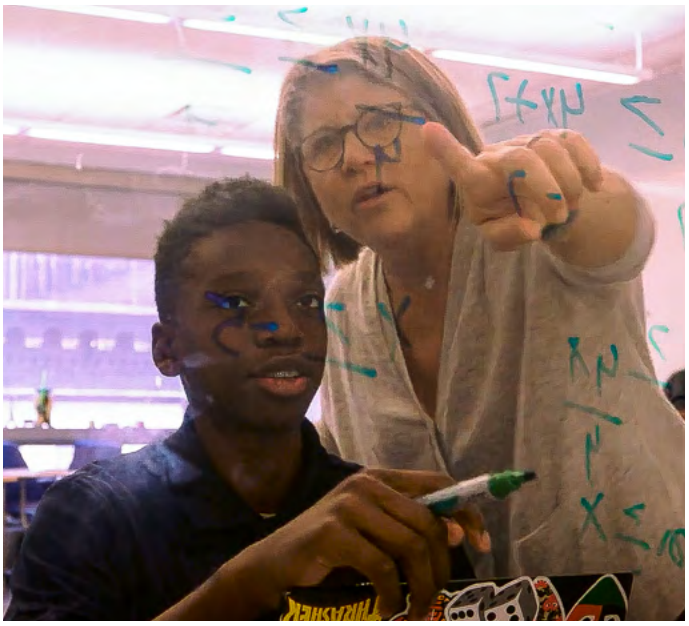


JESUIT, CATHOLIC IDENTITY

Xavier High School is a Jesuit, Catholic college preparatory school. It believes that Ignatian spirituality, derived from its Jesuit identity, is the foundation for developing compassionate, sensitive and giving young men. The commitment of the Xavier community to its Catholic identity, and the Ignatian charism of the Jesuits, is vital to its future. Fundamental to all the programs at Xavier are two ideals integral to the Jesuit way of approaching any endeavor: *cura personalis* and *magis*.









THE SCHOOL AND ITS COMMUNITY

Xavier High School is located in Manhattan's Chelsea neighborhood, a dense urban area near Union Square. The campus is a blend of historic and modern architecture, comprising multiple interconnected buildings that have evolved since the school first occupied the site in 1850. Students move between buildings featuring 19th-century Victorian architecture and 21st-century state-of-the-art facilities. A significant expansion in 2016, occupying 36,000 square feet across the basement and six floors of a new luxury condominium tower at 35 West 15th Street, houses new arts centers, including a band room, recording studio, music practice rooms and a theater. The building also features multiple STEAM classrooms outfitted with 3D printers and robotics equipment, as well as a large student activities space/lounge. The campus incorporates modern environmental features, including 1,290 solar panels on the roof and west side of the building.

Xavier's 1,029 students come from all five boroughs of New York City as well as Westchester County, Long Island and New Jersey. The school enjoys a robust and solid enrollment. The Xavier community, which consists of Jesuits, administrators, faculty, staff, students, parents, trustees, alumni, donors and special friends, is steeped in Xavier's history and traditions and clearly animated by its Ignatian charism and mission.





Xavier High School is consistently recognized for its academic excellence and its formation of young men of character and service, in addition to its deeply rooted Jesuit identity. The school promotes a strong sense of caring, and its members consistently express a sense of belonging to a special community that is committed to the full development of its students. The young men speak directly to these elements and add that a spirit of "brotherhood" allows for strong relationships among students and deep connections to their faculty. Their sense of pride in attending Xavier is profound. The staff and faculty also share and cherish the school's commitment and rootedness in its Jesuit tradition. They are led by their deep understanding of what it means to work in a Jesuit school and take the obligation to educate young men seriously. Being attentive to the holistic development of the students, interactions between adults and the young men are characterized by care, concern and dedication.





PROGRAM HIGHLIGHTS

Xavier High School strives to offer a program, both academic and social, that appeals to its diverse student body and intentionally integrates the academic, spiritual, emotional and physical development of the young men with the experience of service to others. The comprehensive curriculum is designed to ensure that students benefit from the historic strengths of Jesuit education, one that emphasizes inquiry, experience, action and reflection, as well as from its NYC location. The goal is to graduate young leaders of conscience, compassion and competence who will harness their voices to influence and effect positive change for those most in need of justice and equality. There is something for every student at Xavier.

In addition to the college preparatory curriculum which includes 18 Advanced Placement classes, athletics and arts options and a robust service program, Xavier offers these notable programs:

- The Ignatian Scholars Program admits 15% of incoming freshmen on average each year. As underclassmen, Ignatian Scholars enroll in Honors English, history and science and are invited to attend lectures from guest speakers, visit cultural and artistic landmarks, and enjoy theatrical events in New York City. In addition, freshman Ignatian Scholars can apply to the Holocaust Studies Program, a multidisciplinary approach to study, learn and deepen their own humanity, which is open to all sophomores and juniors. Each Ignatian Scholar receives some form of a merit scholarship upon his acceptance.
- The CFX Service and Immersion Program is a longstanding Xavier tradition that gives students the opportunity to live out the Ignatian call to be men for others. Rooted in the values of community, simplicity, prayer and service, CFX trips provide a communal experience of Church as a center of reflection and prayer while working and being with those most in need, nationally and internationally. Approximately 20% of students participate annually.

- Junior ROTC (JROTC), once a mandatory program, has been optional since 1971 but remains a popular educational and character formation option for Xavier students. Twenty percent of students choose to participate in this program, which is one of the country's top JROTC units. Cadets have options to take part in a selection of regimental units and teams, including the color guard, academic team, and regimental drum corps.
- In the spirit of *cura personalis*, the School Counseling Program guides each student's total development, academically, emotionally and socially. Freshmen are each assigned a counselor who remains with them throughout the four years. The guidance curriculum, which ranges from transitioning into high school to healthy decision-making to college counseling, is integrated and articulated throughout grades 9-12 and is developmentally appropriate.



GOVERNANCE

Consistent with the standards and practices of the Society of Jesus with respect to its sponsored high schools, the President is missioned to serve as Director of the Work, meaning that this person has an active, collaborative relationship with the leadership of the USA East Province of the Society of Jesus, particularly with the Provincial and the Provincial Assistant for Secondary Education.

Xavier's Board of Trustees is a governing board that holds the Jesuit and Catholic mission and identity of the school in trust for the Society of Jesus. Trustees include Jesuits, alumni, graduate and current parents, and friends and supporters of the school. Both the President and the Superior of the Jesuit community are *ex officio* Trustees with voting rights. The Trustees are strategic partners and are dedicated to Xavier's mission as well as the continued growth and development of its endowment to ensure the sustainability of Xavier's mission and continued excellence in all facets of the school's operations. The Board maintains standing and *ad hoc* committees including: Advancement, Audit and Risk, Executive, Facilities, Finance, Governance, President's Support and Evaluation (PSEC) and School Life. Former Trustees, known as Regents, remain active and engaged in support of Xavier following the conclusion of their term as Trustees.

The new President will find an exceptional Board with a great deal of expertise, one with which the President can form a strong partnership. The Trustees recognize the critical importance of finding the right President to lead the school into its next phase of growth. They have been diligent and involved in preparation and planning to ensure a thorough, effective and transparent search for Xavier's next President and a smooth and successful transition process.







FINANCES AND DEVELOPMENT

The school is financially stable, has a strong enrollment, and carries no debt. It has an overall annual budget of approximately $31.5 million. Total annual giving exceeds $10 million. The endowment closed the 2025 fiscal year at $118 million.

Xavier's current capital giving initiatives are primarily dedicated to facilities renovations and upgrades as well as scholarship endowment. The Office of Advancement and the current President are focused on completing these efforts.







THE FUTURE: OPPORTUNITIES AND CHALLENGES

The new President will lead the development and implementation of a clear, shared vision for Xavier High School's future while driving excellence across all areas of the school. In doing so, the new President will uphold and advance the school's mission as a distinguished Jesuit, Catholic institution. This leader will collaborate closely with the Board of Trustees, forming a strong partnership in governance and leadership, and will engage school leadership and faculty to align around a unified direction. To succeed, the new President must focus on the following priorities:

Vision: The next President of Xavier High School, in collaboration with the Board, faculty, staff and administration, must develop a vision for the future that continues to meet the needs of young men who attend Xavier. This means understanding the distinctive aspects of boys' education within a Jesuit framework, while also embracing the innovations and challenges that define teaching and learning in today's world. The President must ensure Xavier remains a place of academic rigor and excellence while also pushing forward with bold, thoughtful innovation. This vision must preserve what makes Xavier unique—its mission, values and culture—while building on its strengths and reputation. The responsibility of the new leader is to lead with purpose, maintaining high standards and positioning Xavier to thrive in a changing world.







Faculty: Xavier's faculty is central to delivering the school's Jesuit mission and maintaining its high standards. The school benefits from a dedicated, professional faculty and the next President must continue to inspire and mobilize this talent effectively. The new leader must empower the Headmaster to lead the faculty's development, ensure excellence and foster a culture of mutual trust and respect. It also means prioritizing the retention and recruitment of excellent, mission-driven educators who are deeply committed to Xavier's Catholic identity and who model its core values. The President must actively support the Headmaster and faculty as they explore and adapt their teaching to meet the needs of today's students, while still holding high expectations for performance and mission alignment. Ensuring that faculty are empowered, supported and appropriately compensated—especially given the cost of living in New York—will be key to maintaining the distinctive character and success of the school.

Alumni: Xavier graduates are deeply loyal and firmly believe in the tremendous value of their experience at the school. This strong, committed base of alumni is one of Xavier's greatest assets, and the new President must actively seek ways to engage them meaningfully in the ongoing life of the school. That includes building relationships across all generations of alumni and maintaining strong efforts in alumni relations and outreach. The next leader must recognize the importance of this community and work intentionally to strengthen those bonds, creating opportunities for connection, support and shared investment in Xavier's future.

Institutional Advancement: To ensure the long-term sustainability of the school and its mission, the President must take an active role in driving a comprehensive advancement strategy. This includes maintaining strong annual fundraising efforts, securing resources to address ongoing facility needs and ensuring that a Xavier education remains both affordable and accessible to all young men who desire to attend the school. Although Xavier has a strong enrollment management program, in a highly competitive educational landscape and with shifting demographics, the President must ensure that this program remains strategic, dynamic and effective in attracting an academically qualified, diverse and mission-aligned student body. Additionally, the President must continue to build strong relationships with all stakeholders—alumni, donors, families and the broader community—to keep Xavier visible, supported and thriving.

Finances: While Xavier High School benefits from a strong financial foundation, the next President must remain focused on sustaining and strengthening that position for the long term. This requires partnering closely with the Board to implement a proactive, multi-year budgeting process that carefully balances revenues and expenses with a strategic outlook. To ensure mission continuity, the President must prioritize growing the endowment, controlling costs and expanding fundraising efforts. Just as important is maintaining the affordability of a Xavier education and clearly communicating that accessibility to current and prospective families. Stewarding financial resources wisely and cultivating a culture of giving will be essential to securing Xavier's future and ensuring that its mission remains vibrant and accessible for generations to come.







Facilities: As noted earlier, while Xavier High School has made significant upgrades to its facilities in recent years pursuant to its far-reaching and ambitious master plan, continued attention to infrastructure remains essential. The challenges that come with maintaining and modernizing older buildings in an urban setting require ongoing investment and strategic planning. The next President must keep facilities development a priority, ensuring that the physical environment supports the school's mission, meets the needs of students and faculty, and positions Xavier to thrive in the years ahead. A clear, forward-looking master plan will be key to guiding these efforts and addressing long-term infrastructure needs responsibly and effectively.

XAVIER BY THE NUMBERS

1,029
2025-26 enrollment

$31.5M
2025-26 budget

$26,460
2025-26 tuition

$6M+
total financial aid awarded for 2025-26

42%
of students received need-based financial aid

14%
of students received merit-based financial aid

10
members of the administration

90%
of the administration holds an advanced degree

84
members of the faculty

83%
of the faculty holds an advanced degree

33
members of the staff

30%
of the staff holds an advanced degree





QUALITIES SOUGHT

The Board of Trustees and the Xavier community are interested in all candidates, either Jesuit or lay, who can embrace and promote Xavier High School's vision of academic excellence within the context of a Jesuit, Catholic community dedicated to faith, scholarship and service. The school seeks an experienced leader who demonstrates visionary, strategic, humble leadership and lives the Jesuit values, understanding and embracing the challenges of leading a Catholic school in today's world. In addition to having a visionary, strategic and entrepreneurial mindset, the successful candidate will have skills and experience that include the following:

- A committed, fully-engaged, practicing Catholic with an understanding of Ignatian spirituality and Jesuit history and/or a desire for further formation (i.e., to make the Spiritual Exercises in some form) to develop a deep understanding of Ignatian spirituality and how it informs the life of the school;
- Financial savvy with a proven track record in fundraising, budgeting and ensuring long-term affordability. Understand the fundamentals of business and the economics of independent Catholic schools;
- Knowledge of and experience with an effective external affairs program, which includes all aspects of advancement, fundraising and broader community involvement. Be comfortable asking for financial support and have a commitment to developing a culture of philanthropy;
- Possess organizational and managerial leadership skills and experience to ensure the cohesive functioning of the school so that it can continue providing an excellent education;
- Effective and clear communication skills so that administration, faculty members, parents, students, community members and the Board of Trustees are appropriately informed of potential issues and needs; and
- Ability to navigate the social issues of today in a thoughtful way guided by Jesuit values, Gospel values and the teachings of the Church.







THE SEARCH PROCESS

Xavier High School has engaged the national executive search firm Educational Directions to assist with the search. Candidates should submit all information as soon as possible, **but not before first speaking with one of the search professionals**.

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Risa Oganesoff Heersche
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Electronic submission of materials is required. Please send materials in a consolidated PDF format. Candidates must submit:

- Cover letter expressing their interest in and qualifications for the President position at Xavier High School
- Brief educational leadership statement that includes the candidate's thoughts on leading Xavier
- Current resume
- Names, email addresses and telephone numbers of five professional references

“HERE MEN ARE MOLDED FROM GENERATION TO GENERATION AS IF BY A SPIRIT THAT SURVIVES ALL PERSONS AND ALL CIRCUMSTANCES. THE THINGS WE HAVE BEEN MOST CONSCIOUS OF ARE OUR COMRADESHIPS, OUR COMPANIONSHIPS, AND AN INDEFINABLE SOMETHING THAT MADE THE VERY WORDS ‘16TH STREET’ WORDS OF ENCHANTMENT RECALLING SCENES AND TEACHERS WE LOVED…YOU MAY FAIRLY JUDGE A SCHOOL BY THE LOVE MEN HAVE FOR IT—OR THE INDIFFERENCE. BY THIS STANDARD XAVIER IS THE GREATEST SCHOOL IN THE COUNTRY.”

THOMAS CURRAN 1916 P’49
NEW YORK SECRETARY OF STATE
APRIL 26, 1947