Mission
Saint Xavier High School, a Catholic college preparatory school sponsored by the Xaverian Brothers since 1864, engages young men in rigorous academic programs and extracurricular activities that foster respect, honor, and service to God’s world.

Vision
To pursue excellence in all endeavors.

Fast Facts
Total student enrollment: 1,275
Students who identify as a person of color: 13.5%
Students receiving financial aid: 41%
Total faculty: 122, including 45 alumni
Student to faculty ratio: 9:1
Faculty holding an advanced degree: 97%
Endowment: $28 Million
Non-Catholic students: 30%
Average composite ACT score: 26.5
Athletics: 240 KHSAA and Club Sports State Championships

Overview
Saint Xavier High School is nationally recognized, in both the Catholic and independent school worlds, as a school of excellence and as a model for innovative and rigorous education of high school aged boys. Saint Xavier aims to be an inclusive community extraordinary in its sense of welcoming brotherhood. A college preparatory school sponsored by the Xaverian Brothers since 1864, the school strives to be “A Band of Brothers: Living the Mission; Embracing the Future.”

Saint Xavier is seeking a dynamic, spiritual, visionary, and gifted leader to take on the role of President. Saint Xavier, like many of the leading Catholic schools in the United States, has adopted the President/Principal model for leadership. The President is the external face of the school and is charged with making sure that all aspects of the school meet its mission and that the school actively embodies and practices the Xaverian values of zeal, humility, compassion, trust, and simplicity.

The school’s long time and much respected President, Dr. Perry Sangalli, unexpectedly passed away in May 2019. The Board of Directors has launched its search for a new President who will be in place by July 2020. The new President will benefit from the existing strong foundation of the school and will be charged with continuing to move the school forward.

Saint Xavier engages young men in rigorous academic programs and extracurricular activities that foster respect, honor, and service to God’s world. Located on 54 beautiful acres of land in the heart of Louisville, Saint Xavier (St. X) has a well-earned reputation for offering a uniquely Catholic, whole-student educational experience through formative spiritual opportunities; rigorous academic curricula; and robust, competitive athletic and extracurricular programs. Fully committed to graduating students who will be impactful leaders for the 21st century, Saint Xavier has conscientiously woven experiential...
learning and technology into its academic and athletic programming and has devoted much energy to enhance the diversity of the learning community. Saint Xavier is a dynamic place where faculty and staff embody the values they seek to instill in their students. All members of the community—students, faculty, and staff—are dedicated, in a myriad of ways, to enhancing the school's culture of excellence each and every day.

Saint Xavier utilizes a formal strategic planning process that engages a broad spectrum of stakeholders in establishing goals and objectives that will guide the school's growth and improvement over a five-year period. Fortitude from the Board and school leadership in keeping the identified strategic aspirations front and center in decision-making and an annual Board reporting process ensuring accountability for progress on measurable objectives promote the plan as an active, living document. In this light, the strategic plan propels the continuous improvement and mission advancement required as part of the Southern Association of Independent Schools’ accreditation process.

Strong candidates will appreciate Saint Xavier’s significant history and also think critically about how and where the school can continue to be an educational innovator and pacesetter. Accordingly, strong candidates will demonstrate a personal commitment to the tenets of a Xaverian education, as well as an appreciation of what current research shows about adolescent learning and development, and, perhaps most important, encourage synergy between the two. It is in the motto of the Xaverian Brothers that the next President will inspire and shape the lives and leadership of young men who will make the St. X family proud: “In Harmony Small Things Grow.”
The School

Saint Xavier High School, faithful to its Xaverian heritage, strives to build a Catholic community of faith that calls young men to embrace Gospel values and prepares them to share in the life of God through lives of generous service to the world. Saint Xavier seeks to develop the gifts and talents of each student through holistic efforts based in rigorous academics, the arts, competitive athletics, intramurals, extracurricular activities, and vibrant campus ministry programs. This work is accomplished through the outstanding efforts of the school’s dedicated faculty. The mission of the school is fueled by the excellent work of these professionals.

As a college preparatory school, Saint Xavier admits students of diverse faiths and abilities who demonstrate potential for completing its four-year, liberal arts and sciences curriculum and who desire a Catholic education. The school’s programs of study challenge students to grow intellectually and to think critically, welcoming students with different learning styles and learning differences. Exceptional instruction, guidance, and coaching build enduring relationships while helping students to develop leadership skills, self-discipline, and all other aptitudes essential for higher educational success and for becoming confident, capable, and responsible stewards in a global society.

Saint Xavier thrives and prospers through the great support it enjoys from its 27,000 alumni. Families have sent generations of young men to the school, and the alumni network which stretches around the world, is a tremendous positive resource in the greater Louisville community and beyond.

SCHOOL HISTORY AND CAMPUS

In 1864, the Xaverian Brothers renamed Saint Aloysius School (on Fourth Street) as Saint Xavier’s Institute, with Brother Paul Van Gerwen serving as the school’s first principal. When St. X officially opened in September of 1864, seven subjects were offered: catechism, Bible history, geography, bookkeeping, algebra, geometry, and French.

The present campus, located on Poplar Level Road in central Louisville, opened in September 1961. It now consists of six buildings situated on a site of 54 acres. All buildings are connected by a closed-circuit television system. The main building contains the administrative offices, 42 classrooms, a guidance complex, fully equipped laboratories for science disciplines, a new state-of-the-art innovation lab for STEAM learning, a cafeteria, and a gymnasium. The school chapel adjoins the main classroom building.

The Callahan Media Center includes large general reading and study areas, a large viewing room, research learning and seminar areas, a fully equipped TV studio and production control area, faculty lounge, and work area. In addition, Saint Xavier has a new writing lab, staffed by current English teachers and National Honor Society students.

The John L. Hoeck Specialized Studies Center is a two-story, 11-classroom wing that includes a computer laboratory with 100 terminals and two instruction classrooms, a business studies area, two special seminar rooms for religious studies, two all-purpose classrooms, conference rooms, and offices for departmental chairpersons.
The Brother Edward Driscoll, C.F.X. Activities Center was opened in September 1990 and houses 74,000 square feet of space for a 489-seat auditorium, athletic offices, a swimming pool and diving area, facilities for fine arts, a weight room, sports practice areas, offices for various student organizations, and a large conference room.

St. X concluded an aggressive and successful capital campaign, Project X, in 2005. In raising over $28 million the school exceeded its campaign goal and funded four initiatives aimed at transforming St. X into the best Catholic High School in America: (1) financial aid; (2) endowment; (3) technological upgrades; and (4) new athletic facilities.


**Academics**

Saint Xavier’s program of studies offers core curricular classes at many levels so that the pace and methods of instruction match individual student needs and foster maximum growth and success. A student may be placed in different programs or at different levels for specific subjects based on his
skills and needs. In addition, numerous choices in electives allow a student to identify and develop his talents and interests. St. X boasts over 220 level-specific courses to satisfy the needs and interests of all students. Graduates typically pursue college degrees and, in 2019, scholarships of more than $29.6 million were received from 125 colleges/universities.

**Programs of Study**
Every Saint Xavier experience is designed to help each student gain a greater understanding of Christian life from the Roman Catholic perspective and to be prepared for a college program. Saint Xavier offers three challenging programs of study and makes every effort to personalize the program to meet an individual student’s needs. Student placement in the Honors, Academic, or Excel program is determined by entrance/placement test scores, previous grades, and teacher recommendation. A student’s schedule may reflect courses at different levels as appropriate to his achievement and talent in the discipline. In addition, the Learning Differences Coordinator is available to provide guidance to students allowing them to reach their maximum potential with the assistance of individual attention.

The **Honors Program** is a rigorous curriculum that challenges academically talented and highly motivated students to focus on quality, efficiency, accuracy, and dedication to scholarship. This Program prepares students for the academic demands certain to be encountered in the most selective colleges. While moving at a rapid pace for maximum growth, the Honors Program also allows students the opportunity to gain college credit through the 28 courses offered through the College Board’s Advanced Placement Program. In 2018, 141 students were recognized as AP Scholars by the College Board with 16 earning national distinction.

The **Academic Program** is Saint Xavier’s most heavily populated program of study. This Program is a college preparatory curriculum that will both challenge and reward students. Building on a
sound foundation of knowledge, this Program will contribute to the student’s successful start toward a college career. Students in the Academic Program have the opportunity to participate in some courses where college credit can be earned.

Emphasizing core subject areas such as reading, mathematics, and basic writing, the Excel Program is an academic regimen designed for the student who exhibits a need for individualized instruction or skill building in the core subjects. The Excel Program creates a unique learning environment dedicated to the success of each student. Smaller class sizes, remediation, and personal instruction allow the program’s students to achieve their academic goals, including potential movement upward to the Academic or Honors Programs.

**Arts and Athletics**

Arts programming at Saint Xavier offers students the chance to explore the theory and history of the field, as well as create their own art in a variety of media. Coursework focuses on the visual and musical arts and provides a remarkable amount of agency to students to determine the ways in which these fields complement and enhance their work in other disciplines. St. X students are frequent recipients of regional Scholastic Art Awards.

In its 150-plus year history, Saint Xavier athletic teams have earned 181 Kentucky High School Athletic Association (KHSAA) championships and 59 club sport championships. The Saint Xavier Athletic Department is committed to a goal of developing hard working, Christian young men who are proud to participate in Saint Xavier athletics, and strive to become successful, contributing citizens in a highly competitive society. Saint Xavier coaches are charged to reflect the mission of the school in their coaching and all commit to following a code of ethical conduct; coaches are expected to demonstrate leadership, integrity, honesty, and sportsmanship at all times.
As part of the KHSAA, Saint Xavier competes for State Championships in cross country, football, golf, soccer, archery, basketball, bowling, swimming and diving, wrestling, baseball, bass fishing, tennis, and track. In addition, Saint Xavier offers club sport opportunities in ice hockey, lacrosse, powerlifting, rugby, and volleyball, along with an extensive intramural program. For its performance from 1990-2005, Sports Illustrated ranked St. X as the 14th best high school athletic program in the nation. Currently, the swimming and diving program holds a national record of 55 state championships, including 31 consecutive titles.

**STUDENT LIFE**

As a Xaverian Brothers Sponsored School, Saint Xavier is centered in Christ and strives to create the time and space necessary for reflection, prayer, sharing of faith, and sacramental celebration. Thus, Campus Ministry is an integral part of the educational experience, providing opportunities to call young people to leadership and empowering them with the skills necessary to share their gifts to minister to one another. By serving as a retreat leader or member of the Ryken Service Club Core Team, students can share their faith and their gifts to help build the Body of Christ within the school.

Programs and activities such as retreats, liturgies, service opportunities, and outreach efforts build faith-filled relationships among the students, faculty, and staff. Notably, Saint Xavier High School offers a four-year retreat program (typically one retreat per year) to guide students in their faith journeys throughout their high school experience. Each retreat invites the young men of St. X to explore their relationship with God, family, and friends. Students are provided an opportunity to take time out to reflect on various topics through discussion, talks, activities, and celebrating the sacraments of Reconciliation and Eucharist.
Service opportunities comprise a significant portion of the extra-curricular offerings at St. X. Students are invited to serve the poor, homeless, elderly, and children in active ways. Through collections, walks, and interactions with these groups, students are living out the true mission of the Xaverian Brothers by “falling in love with the service of God.” One of the most significant service offerings at St. X is the St. Joseph of Arimathea Society, a group who attends burials for poor and indigent members of the Louisville community at Meadowview Cemetery.

In an effort to fully meet Saint Xavier’s goal of educating the whole person, the school makes a variety of extracurricular activities (more than 70 clubs and activities) available to its students. These activities enjoy an extremely high level of student participation (over 90%) with many students involved in multiple clubs. Students are encouraged to explore and participate in one or more activities, outside of regular classroom studies, in order to develop and enhance their individual talents. Whether it be the academic teams, language clubs, astronomy club, ping pong club, or student council, students can make the most of their St. X experience by adding a dimension of excellence through the numerous extracurricular activities on campus.

**Louisville, Kentucky**

With roots that run deep, Louisville prides itself on being an exceptional Southern city. One of the oldest cities west of the Appalachians, today the city is well known for being home to legendary boxer Muhammad Ali, the Kentucky Derby (at Churchill Downs), Kentucky Fried Chicken (KFC), the University of Louisville and its Cardinals, Louisville Slugger baseball bats, and three of Kentucky’s six Fortune 500 companies. Louisville loves its visual and performing arts and is home to more than a dozen venues and performance companies offering drama, musical comedy, ballet, modern dance, and dinner theatre, as well as the Speed Museum and the nationally acclaimed Louisville Orchestra.
Dubbed the Culinary Capital of Bourbon Country, Louisville boasts more than 2,500 restaurants, as well as numerous James Beard nominated chefs and restaurants. In fact, Bon Appetit Magazine has called Louisville “One of the best foodie small towns in America.” Zagat says, “Louisville is one of the seven up and coming foodie towns in America,” and Food & Wine Magazine calls Louisville’s East Market Street “One of the 10 best foodie streets in America.”

Stroll through the award-winning, multicultural center dedicated to the life and legacy of Louisville’s native son, Muhammad Ali. Learn the story behind Ali’s incredible life and the core principles that fueled his journey to become the “Greatest of All Time.” You can even step into the boxing ring and take on the Champ, see a replica of the infamous red bike that started his boxing career, and get an up-close look at the Olympic torch he used to light the cauldron at the 1996 Olympics in Atlanta.

After the Muhammad Ali Center, check out the 120-foot-tall Louisville Slugger bat welcoming you to the Louisville Slugger Museum & Factory. If you still want more sport, experience the greatest two minutes in racing at the Kentucky Derby Museum. Be a part of the thrills and traditions of the race as you watch the “Greatest Race” in a 360-degree theatre. Tour the historic Churchill Downs to learn the history of the track.

Louisville has a man-made, 17-mile cavern that lies beneath the city and is home to many unique attractions, including the Mega Underground Bikes Course with over 12 miles of interconnected trails. Louisville also has one of the largest and most ambitious metropolitan park projects in the nation. Explore four parks linked by a park drive in a first-rate urban trail system that features a remarkable waterfall. The Parklands features hiking trails, multi-use paths, playgrounds, road biking and mountain bike trails, guided hikes, and canoeing/paddling opportunities—all within four parks.
OPPORTUNITIES AND CHALLENGES

Saint Xavier is a nationally recognized school of excellence for young men seeking a rigorous Catholic secondary education. Its foundation is a deep and abiding culture of community informed by a strong Catholic identity and Xaverian values. The next President will be charged with understanding and embracing the underlying Xaverian charism that forms the basis of the school’s operations. Building on its rich history, the new President will be expected to raise the school’s profile both in the local community and in the wider world of independent Catholic schools. The next President will need to be a dynamic and inspiring leader who will model the energy, professionalism, and high aspirations of the school while building on the school’s solid academic platform and Catholic identity.

In particular, the next President should be mindful of the following opportunities and challenges:

- Address shifting enrollment patterns by helping to identify and cultivate new geographical areas in which to recruit new students.
- Work with the Board of Directors to gain a better sense of tuition costs and strategize ways that will ensure the financial sustainability of St. X.
- Collaborate with the Advancement office on all fundraising efforts including capital and endowment campaigns.
- Further ongoing efforts to grow diversity in the student body and on the faculty.
- Continue to foster the outstanding alumni loyalty and involvement in the school.
- Enhance the welcoming culture for young men and families of all faith traditions.
- Keep St. X at the forefront in embracing new technology, improved learning methods, and building 21st century skills.
- Retain and recruit high-quality faculty and staff.
QUALITIES AND QUALIFICATIONS OF THE NEXT PRESIDENT

The next President will need to be an entrepreneurial and generative leader with outstanding communications skills who can inspire the St. X community and create demand for the unique gifts of a St. X education. Understanding the powerful core elements of the St X value proposition and differentiating the school from competitive alternatives will be critical for the school going forward.

To qualify for this outstanding opportunity, an applicant will need to be a practicing Catholic and accomplished servant leader with proven leadership experience. The Board recognizes that great leaders often grow in place and thereby welcomes candidates who are high performing “rising stars” or “emergent leaders” with exceptional leadership qualities who are ready to step up and take this outstanding school to the next level. The Board also 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 desired, other qualities and experiences are also highly valued, especially visionary, entrepreneurial leadership and the ability to inspire and lead a high performing team.

In particular, the next President should embody the following qualities:

- An accessible, open personality who enjoys connecting with others and understands the importance of being available to all members of the community.
- A person who is seen as the pastoral leader of the school community and models the Xaverian values of zeal, humility, compassion, trust, and simplicity.
- A leader who relates to and actively supports the dedicated teachers and staff of St. X.
- An intellectual, current in educational trends and who endorses innovative thinking.
- An ability to respect and honor the deeply held traditions of the school, while being able to lead students and staff in exploring new paths in the future.

TO APPLY

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A thoughtful cover letter expressing interest in this particular position;
- A current résumé;
- A one-page statement of educational or leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate’s permission), to:

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