

PRESIDENT SEARCH

XAVIER HIGH SCHOOL

Middletown, Connecticut

xavierhighschool.org

Start Date: June 2024



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

As a Catholic college preparatory school 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.

At a Glance



Established
1963



Enrollment
~600



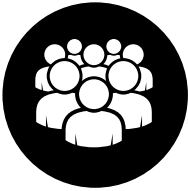
Financial aid awarded
\$1.65M



Student-teacher ratio
12:1



Students of color
25%



Total faculty
46



Faculty with advanced degrees
46%



Campus size
62 acres

Faculty of color: 4%
Students receiving aid: 51%
Endowment: \$12M
Annual operating budget: \$11.3M
Percentage participation in afterschool activities: 91%
National AP Scholars in past 5 years: 18
UConn Early College Experience Credits: 41

STEM courses: 26
Service hours needed to graduate: 65
Interscholastic sports: 17
State and New England athletic
championships: 99



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. All faiths are welcome at Xavier, where a 62-acre campus more than amply supports approximately 600 students, a deeply experienced and dedicated faculty and campus ministry, and 10,000 grateful alumni.

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. The school gains sustenance from four Xaverian brothers in residence, three of whom are active teachers. 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-fille, people-centered leader to become its next President to begin June 2024. 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.



Opportunities and Challenges

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
- Support and enhance programs that promote student social and emotional well-being, academic guidance, and college counseling



Qualifications and Personal Attributes

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

Learn More

Click on the links below to learn more about Xavier High School.

[School Website](#)

[School Profile](#)

[School History](#)

[About Middletown, Connecticut](#)

[Virtual Campus Tour](#)



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 Candidate Questionnaire (supplied by the consultants);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Peter Barrett

Senior Consultant

peter.barrett@carneysandoe.com

Mark Davis

Senior Consultant

mark.davis@carneysandoe.com