



Principal

THE OPPORTUNITY

Boston College High School (BC High) seeks an experienced academic leader who is rooted in Ignatian spirituality to become its next Principal. This is a unique opportunity to serve at one of the nation's preeminent Jesuit, Catholic schools for boys, at an exciting time in the school's 160 year history. With an enduring commitment to mission, BC High's vision is to nurture and transform young men of diverse backgrounds into exceptional, reflective leaders of character, compassion, and spiritual and intellectual depth, committed to building a more just and inclusive world in the Jesuit, Catholic tradition. BC High has raised more than 80% of a \$125 million capital campaign goal to support this vision, transforming the physical campus and expanding educational access for more young men.

Similar to fellow Jesuit schools, BC High follows the President/Principal leadership model, which directs the Principal to report to the President, Grace Cotter Regan, P'12. The President is responsible for school strategy, mission and external matters while the Principal manages internal operations, academic matters and student development. The Principal serves as a member of the President's Cabinet, playing a vital role in upholding BC High's Jesuit, Catholic values and academic standards across all disciplines. In alignment with BC High's strategic plan, Vision 2026: In Pursuit of Depth and Human Excellence, the next Principal will be responsible for the direction and management of the Principal's Leadership Team which includes leaders for teaching and learning, student life, athletics, operations, BC High's Centers for Excellence and Arrupe Division (Grades 7-8).

A Principal who is collaborative, strategic and experienced are key characteristics sought by students, faculty, staff, and parents of the BC High community; this community also seeks an educator who is student centered, pastoral, present and able to foster a positive culture. BC High is deeply committed to its Ignatian spirituality and caring for the whole person - *cura personalis* - is central to the formation of students and community members alike. The Principal is expected to exemplify and model this practice daily as an active leader of the school.

ABOUT BC HIGH

BC High is a Jesuit, Catholic day school for boys in grades seven through twelve, located on a 40-acre campus in Boston, Massachusetts. One of 62 Jesuit Secondary Schools in the United States, BC High currently enrolls nearly 1,400 students. As a premier secondary school for young men, 98% of its graduates matriculate to institutions of higher education, with 93% of seniors accepted to colleges and universities identified as most or highly competitive. Many of the region's top religious, business, education, legal, political, and medical professionals studied at BC High.

Since 1863, BC High's mission has been to form leaders of competence, conscience, and compassion who seek to do things *ad maiorem Dei gloriam*—for the greater glory of God. BC High strives to challenge students to become young men of integrity, educated in faith and for justice, committed to academic excellence, and service to others. Students attend BC High from across the local region. Reflecting its commitment to diversity, access, and academic excellence, BC High awarded more than \$12.5 million in financial assistance this year.

Jesuit formation integrates faith with knowledge, and students are encouraged to apply these qualities to improving the world around them, a premise known among Jesuits as "faith that does justice." The BC High education is designed to resonate beyond the classroom and into the dining hall, onto the playing fields and performance arenas, into student organizations, and across the greater Boston metropolitan area. Central to BC High's mission is the concept of developing "Boys into Men for Others." BC High instills in young men the duty we share to care for one another. Learning at BC High is represented by 30K+ hours of community service performed annually, participation in 120 athletic, intramural and co-curricular activities, 30+ AP and honors courses and 43 fine and performing arts opportunities.

Further, BC High believes that human diversity is a gift that our community strives to promote, affirm, and celebrate. As a Jesuit, Catholic school, we are committed to justice, inclusion, and belonging as they are essential to meaningful learning, personal growth, and loving relationships.

Ever closer to reaching our goal of \$125 million, Illuminating Excellence, the historic capital campaign for BC High, will advance our dedication to human excellence through investments in key aspects of BC High's proud tradition of student formation. The campaign will also ensure access and affordability through scholarships that bring a BC High education within reach to students and their families. The Illuminating Excellence Campaign is transforming our physical campus, currently highlighted by the 43,000 square foot Cadigan '52 Family Foundation Wellness Complex (Cadigan Complex) scheduled to open in September 2025. With a commitment to educating the whole person, Cadigan Complex will provide space for all students, strengthening their minds, bodies, and intellect; and offering physical resources that help them flourish individually and as part of a community or team.

A BC HIGH EDUCATION

The student experience at BC High is rooted in the Jesuit tradition of *cura personalis*, or care for the whole person, emphasizing development of the head, heart, and hands. Our goal is for each student in our building to be known and loved, to be physically and emotionally safe, to engage in meaningful learning, to develop solid character, and to know God. Pastoral care is considered a responsibility of every adult in the building and is a partnership between students, faculty and staff, and parents united to support the care of each individual student in the Ignatian tradition. This model of pastoral care in the high school is the House System. In middle school, the model of pastoral care is homeroom and advisory. These structures provide layers of care in our community to ensure that every student in our building is known, loved, and supported.

Through a rigorous academic curriculum paired with contemporary learning models, students are challenged to think critically, engage deeply, and pursue intellectual excellence. In addition to our teaching curriculum and systems for pastoral care, BC High offers robust school and college counseling services, as well as academic resources for differentiated learning. BC High's Centers of Human Excellence provide spaces for students to explore their passions, develop resilience, and grow as well-rounded individuals prepared to make a meaningful impact on the world.

Arrupe Curriculum

The curriculum of the Arrupe Division, comprised of Grades 7 and 8, challenges the boys to develop the capacity to understand complex and demanding concepts. Curriculum content and methods have been carefully chosen to match the strengths and interests of boys. The teachers emphasize teaching methods and classroom situations that utilize the enthusiasm and creativity that boys bring to school.

The boys learn by doing—by conducting experiments, working in groups, debating, role-playing, writing their own stories, and giving voice to their ideas. The boys learn to write and to read critically. They practice skills necessary for working in groups, for discussing ideas, and for collaborating with others. BC High strives to make that work meaningful, to spark the boys' interest in gaining knowledge and understanding by focusing the courses around essential questions and to encourage them to make connections between what they learn in school and what happens in their world outside of BC High.

High School Curriculum

To meet today's educational challenges, BC High draws on 160 years of teaching and learning experience. Our rigorous and exemplary academic program is based on the classical roots shared by the world's great leaders and thinkers. The newly established 5 Centers of Excellence provide a way for BC High to define human excellence in our Jesuit context, helping our students fully grow into men of competence, conscience, compassion, and commitment.

These Centers are designed to nurture students into spiritual leaders, innovative thinkers, global citizens, and fierce advocates for social justice. The Centers open doors for students to connect classroom knowledge to real-world impact, empowering them to stretch their wings and take ownership of their future. Each Center offers a student-driven academic and formational Certificate Program that students can elect to begin during their sophomore year

course selection process. There are five certificate tracks that our students can take to pursue depth inside the classroom, through co-curriculars, and in the community.

As BC High students develop intellectual competence, they are encouraged to explore academic interests and use their knowledge of diverse subjects to help prepare them for the role they will play in the world. BC High's community is dedicated to helping students build confidence as they formulate their own thoughts and ideas about the world. Students learn to articulate their perspective in a supportive, nurturing environment while also learning from one another.

WORKING AT BC HIGH

Working at BC High means joining a dynamic community of educators and staff, committed to forming young men into compassionate and caring citizens of the world. Our administrators, faculty, staff, and coaches are deeply invested in our mission, and find being a part of this community rewarding, both professionally and personally.

At BC High, we pride ourselves on our commitment to justice, inclusion, and belonging. We welcome students, faculty, and staff from every race, ethnicity, cultural background, socioeconomic status, and sexual orientation. We do not tolerate discrimination, harassment, bullying, or cyberbullying, and we adhere to the Title VI anti-discrimination and harassment code. Moreover, it is the policy of the school, while reserving its lawful rights to take actions designed to sustain its Jesuit, Catholic mission, to provide equal opportunity in employment regardless of a person's race, color, religion, gender, age, national origin, ancestry, disability, sexual orientation, marital, or veteran status.

This policy relates to all aspects of employment including but not limited to recruitment, hiring, compensation, benefits, training, promotion, transfer, discipline, or termination.

BC High is an award-winning place to work, recognized by the Worksite Wellness Council of MA with the MA Workwell award the past four years as an organization committed to fostering employee wellbeing and promoting a culture of health within their workforce.

APPLICATION PROCESS

Interested and qualified candidates are encouraged to apply via Paylocity with a CV and statement of interest and educational philosophy. The application deadline is April 4, 2025.

Executive Search Consultant, Mary Gene Clavin, Advancement Incite will manage the search for the next Principal on behalf of BC High. Mary Gene may be reached at mgclavin@advancementincite.com though all applications must be submitted via Paylocity.

QUALIFICATIONS

Qualified applicants will hold the minimum of a master's degree and have demonstrated exceptional leadership and teaching experience at the high school level. A proven track record of academic leadership is required. The ideal candidate will be rooted in Ignatian spirituality.