



## **President Nativity School of Worcester Worcester, Mass.**

### **Mission and History**

Founded in 2003, Nativity School of Worcester is an accredited, independent, Jesuit middle school that provides a quality, all-scholarship education to underserved boys of all faiths. Drawing upon four pillars -- strength, scholarship, character, and service -- a Nativity education inspires self-discovery, responsibility, spiritual growth, and a lifelong dedication to learning.

The school is modeled upon effective practices that provide students from low-income homes the opportunity to reach their highest level of academic achievement. The Nativity model of education began with the creation of the Nativity Mission Center in New York City in 1971. It consists of small class sizes, a mandatory summer program, an extended school day where students participate in organized activities and evening study, and a program that supports more than 200 Nativity graduates through high school, college and the world of work.

In the late 1990s, the senior administration of the College of the Holy Cross, the Jesuits of New England, and a private foundation established the Nativity School in Worcester, a city that had been wracked by a devastating graduation rate for boys from low-income homes. Over our 17-year history, we have had outstanding presidential leadership that has resulted in the continued successes of our school in all respects, including being debt free and fiscally sound!

Nativity Worcester currently has sixty (60) students. The academic program is led by a principal, a team of passionate teachers, a school counselor, a STEM teacher, a student support coordinator, and a graduate support team. Essential to our staff are the Nativity Fellows, a group of eight recent college graduates who are committed to educating and supporting Worcester's under resourced boys. In two-year rotations, Nativity Fellows teach or co-teach three to four class periods per day in addition to serving as advisors, tutors, proctors, coaches, nurses, janitors, drivers, monitors, and managers of all other responsibilities that promote students' well-being. Fellows live together in a community house ("Casa Maria"), share a monthly food budget, and earn graduate degrees tuition-free at area colleges. Three Nativity graduates have worked as Nativity Fellows at our school and one as a member of the graduate support team -- giving back to the place that had for so long been their home.

### **A Snapshot of Results**

- ❖ Nativity School makes a twelve-year commitment to the boys—from middle school through college or the world of work. Fifteen classes of graduates matriculated to New England high schools and colleges across the nation.
- ❖ Nativity Worcester is accredited by the New England Association of Schools and Colleges (NEASC).
- ❖ 100% of Nativity Worcester's fifteen (15) classes of graduates were accepted into and received adequate financial aid to attend private high school.
- ❖ 100% of Nativity Worcester's high school-aged graduates are currently on track to graduate, as compared to 64% of their city peers.
- ❖ Seven (7) Nativity Worcester graduates have attained graduate degrees (MD, MS, MBA, etc.) or are in the process of attaining one.

For more information, please visit: [www.nativityworcester.org](http://www.nativityworcester.org)

### **The Position and Priorities**

Nativity Worcester seeks a President who will provide enthusiastic mission-centered leadership of programs, fundraising, administration, finance and people/team development. This is a position that requires energy, passion, and willingness to "get your hands dirty" in engaging with the work of the school. The President will be accountable to a 24-person Board of Trustees that includes educators, clergy, nonprofit administrators, business leaders, and attorneys. It is an engaged board, and a number of its members remain from when the school first opened its doors in 2003. Priorities for the President to address are:

#### **❖ Building upon the fundraising success to date**

As an all-scholarship private school, fundraising is critical to the ongoing mission. Every dollar of our \$2 million annual budget arrives through the generosity of individuals, corporations and foundations. The President, while supported by an advancement staff of 1.5 people, is the primary face to the public and chief fundraiser of the school, spending the bulk of their time meeting both inside and outside of the school with current, past and potential donor organizations, groups, and individuals. The President must be a true presence in the community and be an eager and effective champion of Nativity School of Worcester.



### ❖ **Taking our program to the next level**

- Keeping the staff abreast of the challenges facing the population we serve and developing the means to mitigate the challenges.
- Maximizing the number of students we can enroll and positively impact.
- Leading our staff to periodic review of the content and delivery of the curriculum, including the afternoon, evening study, and summer programs.
- Improving our graduate support initiative, particularly the initiative to help graduates find summer jobs, internships, and full-time employment.
- Continuing to advance our talent pool by increasing graduate school and professional development opportunities for faculty, staff and administrators.

### ❖ **Ensuring that a quality Jesuit education remains at the heart of the school's programs, mission, and strategic vision**

The Jesuit Mission is at the core of Nativity School of Worcester. The School strives to educate the whole-person, seeking excellence in intellectual, social, spiritual, emotional and moral development. Students develop a strong sense of personal responsibility; recognizing the goodness and uniqueness of each person; and a commitment to service and promoting justice in our global context.


Nativity Worcester is a member of the Jesuit Schools Network of seventy-nine schools across the US and Canada. It is also a member of the NativityMiguel Coalition of forty-nine schools committed to breaking the cycle of poverty through faith-based education. While each school is independent, we share the lessons we learn and continue to support each other's efforts in any way we can. The President should be engaged with the activities of these organizations and direct the school's activities to be aligned with Jesuit educational traditions and ideals.

### ❖ **Promoting the work related to Diversity, Equity, Inclusion, and Anti-Racism (DEIA)**

Further develop a plan to evaluate our school's climate and culture relating to DEIA and implement improvements on an ongoing basis. The President must work closely with the DEIA committee to ensure transparency throughout of all of the school's stakeholders.

## **Executive Responsibilities**

- Establishing with the Trustees clear goals, objectives and strategic directions for the school and then, in collaboration with the Trustees, delivering upon those targets.
- As the principal fundraiser, assuming overarching responsibility for fund-raising, including expanding initiatives for major donors, donor stewardship, grant proposals to corporations and foundations, special events, and increase the endowment.
- Overseeing all financial aspects of the school, including budget development, endowment oversight, financial reporting, receivables/payables, government filings, and taxes.
- Sustaining a positive, nurturing environment for the students, graduates, families, faculty, and tutors.



## *Making an Impact*

- Interacting and promoting positive relations with the immediate neighborhood, community constituencies, local corporations and foundations, the media, the USA East Province of Jesuits, and the College of the Holy Cross.
- Supporting and supervising the Principal who is responsible for all academic areas, including the recruiting/admissions of students, hiring of faculty, curriculum development, and academic administration.
- Working with the graduate support team in the process of placing students and then ensuring their success in appropriate high schools upon graduation from Nativity Worcester and in appropriate colleges after graduation from high school.
- Supporting the professional development of faculty and staff.
- Direct reports: Vice President, Principal, Director of Advancement, and Chaplain and Director of Admissions and Mission & Identity.

### **Requirements**

- Appropriate academic degrees and credentials.
- The passion and ability to lead a school with a strong spiritual and academic foundation.
- Prior fundraising, teaching, leadership and/or school administrative/management experience.
- Maintaining a lifestyle consistent with a high-profile Catholic institution (experience with Jesuit education and/or service is a plus and/or a demonstrated willingness to gain knowledge of the Society of Jesus' [the Jesuits'] educational philosophy).
- The desire to have an active involvement in the Worcester community.
- Proven strong communications skills, the ability to motivate others and a capacity to build a community that reflects the values and mission of our school.
- Stamina, integrity, and grit.

### **To Apply**

Nativity School of Worcester is an equal opportunity employer, and we welcome and encourage applications from those who contribute to our diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, mental, or physical disability, age, sexual orientation, gender identity, national origin, familial status, veteran status, or genetic information. Nativity School of Worcester is committed to a diverse and inclusive environment; we welcome a broad spectrum of candidates, and particularly invite applications from diverse backgrounds and life experiences (e.g. gender, ethnicity/race, and other individuals who are under- represented in the profession). Candidates who have worked with a diverse range of individuals and who can contribute to our mission of inclusivity are encouraged to identify their experiences and interests in their cover letter.

**Submit by email a cover letter, résumé, and reference list to the Nativity Worcester President Search Committee at the following email address: [nswpresidentsearch@gmail.com](mailto:nswpresidentsearch@gmail.com)**

**Apply no later than February 26, 2021**

**The position of President will begin on or before July 1, 2021**



*Making an Impact*

For information about Nativity School of Worcester, see: [www.nativityworcester.org](http://www.nativityworcester.org)

Click [here](#) to learn about Worcester, Mass., New England's second largest city.