



LOWELL CATHOLIC

**HEAD OF SCHOOL
SEARCH**

COED, GRADES PS-12
LOWELL, MA
July, 2027

ABOUT LOWELL CATHOLIC

Lowell Catholic is a Preschool through Grade 12 Catholic school located in Lowell, Massachusetts, serving approximately 700 students and families from across the Merrimack Valley and southern New Hampshire.

Rooted in a rich tradition of Catholic education, the school traces its heritage to several historic institutions in the city, including Keith Academy, Keith Hall, Keith Catholic, St. Joseph High School, St. Patrick High School, and St. Louis Academy. In 2009, Lowell Catholic became a Xaverian Brothers Sponsored School in partnership with the Archdiocese of Boston, strengthening its commitment to the charism and educational vision of the Xaverian Brothers. The school further expanded its mission in 2016 with the incorporation of PreK-8 St. Margaret School, creating the current Preschool through Grade 12 educational community.

Lowell Catholic occupies a distinctive place in the region. It is a relational, mission-centered school in one of Massachusetts' most culturally rich and economically diverse cities. The successful candidate will understand and commit to the unique socioeconomic, cultural, linguistic, and educational diversity of the families served by Lowell Catholic and will be responsible to ensuring that institutional decisions remain centered on the needs of students and families. Lowell's history as a gateway city, its immigrant communities, its proximity to the University of Massachusetts Lowell, and its identity as a center of learning, arts, industry, and renewal all shape the opportunity before the school. The next Head of School will lead a model of Catholic education that is accessible, personal, academically purposeful, and deeply connected to the needs and aspirations of local families.





The school's mission calls students to excel, prepare, and live Jesus' message through the academic, social, and spiritual life of the community. Families are drawn to Lowell Catholic for its safe and nurturing environment, caring faculty, college preparatory expectations, competitive athletics, co-curricular opportunities, campus ministry, and commitment to service. Families frequently describe Lowell Catholic as a school where students are known, supported, and valued as individuals. The school's strong sense of community and family feel remains one of its defining strengths and an important part of its educational mission. Its Preschool through Grade 12 structure provides a

significant opportunity to build continuity across divisions, strengthen family loyalty, and create a long-term student experience grounded in faith, belonging, and growth.

Enrollment growth, affordability, tuition sensitivity, financial aid, donor engagement, and program differentiation will require focused, creative leadership with a strong financial background. The next Head of School must be both mission-driven and highly practical: a visible Catholic leader who can inspire confidence, steward limited resources wisely, strengthen enrollment pipelines, broaden philanthropic support, and communicate the value of a Lowell Catholic education with clarity and conviction.



THE POSITION

Opportunities & Challenges

Lowell Catholic enters its next chapter from a position of mission strength and institutional opportunity. As one of the region's strongest Catholic school offerings, the school serves approximately 700 students from across the Merrimack Valley and southern New Hampshire and occupies a distinctive place within the educational landscape of Greater Lowell. Rooted in the Catholic and Xaverian traditions, Lowell Catholic combines strong academics, a deep commitment to faith formation, and a welcoming environment that reflects the diversity and vitality of the broader Lowell community. The school's location in one of New England's most historically rich and culturally diverse cities provides unique opportunities to serve families seeking a values-based education within an accessible and community-oriented environment. Lowell's continued revitalization, proximity to Boston, and growing network of educational, healthcare, and business partners position the school well for future collaboration and growth.

Following nearly 25 years of dedicated leadership from its retiring Head of School, Lowell Catholic enters this transition with a strong sense of mission, institutional stability, and community commitment. Stakeholders consistently describe Lowell Catholic as a school with a compelling story to tell, one grounded in opportunity, service, faith, and the transformational impact of education in an urban and multicultural community. The school's mission resonates strongly with alumni, donors, and philanthropic partners who recognize the importance of sustaining vibrant Catholic education in communities like Lowell.



The next leader will have the opportunity to:

- Inherit a dedicated faculty and staff, a committed Board of Trustees, strong ties to the Xaverian Brothers Sponsored Schools network, and a school community deeply invested in the mission of Catholic education,
- Bolster enrollment by articulating a compelling story, one grounded in opportunity, service, faith, and the transformational impact of education in an urban and multicultural community,
- Strengthen institutional advancement and philanthropic support, including partnerships with Boston-area foundations, donors and community organizations,
- Lead long-term planning for campus improvements, facilities stewardship, and athletic infrastructure that enhance the student experience and strengthen enrollment and community pride.
- Build upon Lowell Catholic's strong foundation, recent self-study, and NEASC re-accreditation to guide the school's next stage of growth and institutional maturity in partnership with the Board of Trustees.
- Further articulate the school's value proposition to current and prospective families.

At the same time, the school faces many of the realities common to Catholic independent schools nationally. Enrollment has remained generally stable over the past decade, fluctuating between approximately 680 and 720 students, but sustaining and ideally growing enrollment will require continued strategic focus and creativity. The next Head of School must be an energetic ambassador for Lowell Catholic, working closely with the Director of Enrollment and administrative teams to communicate the school's strengths to a broader audience while recognizing the financial constraints many families face.



Expanding financial aid resources and increasing donor and foundation support will be essential to ensuring accessibility and long-term sustainability. The school has also grown from a single-building campus to a multi-building PreK-12 community over the past decade. As with many growing institutions, this evolution presents opportunities to further strengthen collaboration, communication, and a shared sense of identity across divisions and departments, fostering an increasingly unified, one Lowell Catholic culture. The school also seeks a leader who recognizes the importance of attracting, developing, and retaining talented faculty and staff in an increasingly competitive educational labor market. Similarly, working with the academic administrative team to strengthen Lowell Catholic's academic distinction by advancing innovative programs (e.g. STEM, emerging technologies, etc.) and expanding support to students with diverse learning profiles will help differentiate the school from the increasingly competitive educational marketplace.

The ideal candidate will view these realities not simply as challenges, but as opportunities for mission-driven leadership. Lowell Catholic seeks a relational, faith-filled, and highly strategic leader who is excited by the prospect of strengthening a school with deep roots, strong community support, and meaningful momentum. The next Head of School will have the opportunity to forge new partnerships across both Greater Lowell and the Boston metro, deepen engagement with alumni and benefactors, and guide a school whose Catholic and Xaverian identity remains both vibrant and deeply relevant in today's educational landscape.



Attributes of the Next Head of School

The new Head of School will be a practicing Catholic in good standing who is faithful to the traditions and teachings of the Church and committed to the mission of a Xaverian Brothers Sponsored School. The Head of School will demonstrate integrity beyond reproach and exhibit genuine care for students, families, faculty, staff, alumni, and benefactors. She/He will be a highly visible and relational leader who embraces the life of the school beyond the classroom, engaging actively with students, families, faculty, staff, athletics, co-curricular activities, alumni, and community events. She/He will recognize the important role athletics, student activities, and co-curricular programs play in building community, supporting enrollment, and enriching the student experience. The successful candidate will be welcoming, trustworthy, compassionate, and empathetic while strongly supporting the school's inclusive mission and its responsibility to serve a diverse community.

The Head of School will be a dynamic and practical leader with the spiritual depth, emotional intelligence, and institutional discipline needed to guide Lowell Catholic through both challenges and opportunities. The successful candidate must be able to build trust, communicate clearly, make difficult decisions when necessary, and inspire others to invest in the school's future. A deep commitment to Catholic education, spiritual formation, educational excellence, affordability, and the dignity of every student will be essential.



In addition, it is preferred that candidates possess the following:

- Proven leadership experience in an education, executive, and/or equivalent nonprofit field.
- Demonstrated business and financial acumen, including budgeting, financial planning, risk management, personnel leadership, and responsible stewardship of resources.
- Experience in enrollment management, admissions strategy, marketing, and/or institutional positioning in a competitive educational environment.
- Experience cultivating, soliciting, and stewarding donors, with the ability to expand philanthropic support for scholarships, operations, programs, and facilities.
- Demonstrated cultural competence and sensitivity to the racial, ethnic, and socioeconomic diversity of the Lowell community and the families served by the school.
- Demonstrated success leading organizational change while preserving institutional culture, traditions, and stakeholder trust.
- Collaborative experience working with a governing board and senior leadership team. An advanced degree in education, administration, nonprofit leadership, business, or a related field is highly desirable.



• LOWELL CATHOLIC BY THE NUMBERS •

673

2025-26 enrollment

\$7,400-\$24,500

2025-26 tuition

\$9.6M

2025-26 budget

\$1.7M

total financial aid
awarded in 2025-26

38%

of students received
merit-based financial aid

40%

of students received
need-based financial aid

13

members of the
administration

62%

of the administration
holds an advanced degree

64

members of
the faculty

49%

of the faculty holds an
advanced degree

46

members of
the staff

7%

of the staff holds an
advanced degree

LOWELL, MASSACHUSETTS

Lowell, Massachusetts is a diverse and dynamic city of roughly 120,000 residents located just 30 miles northwest of Boston, offering many of the professional and cultural advantages of Greater Boston while maintaining a more accessible, community-oriented quality of life. Known historically as the birthplace of the American Industrial Revolution, Lowell has evolved into a vibrant multicultural hub shaped by strong immigrant communities, a thriving arts scene, and the presence of UMass Lowell, a nationally recognized public research university. Today, the city blends historic mill architecture and walkable neighborhoods with growing innovation, healthcare, and education sectors, creating an environment that is both energetic and affordable relative to Boston proper. Residents enjoy commuter rail access to Boston, proximity to major highways, abundant outdoor recreation along the Merrimack River and nearby state parks, and a rich calendar of festivals, restaurants, galleries, and cultural events that reflect the city's global character. Lowell appeals to professionals and families alike who value diversity, authenticity, and opportunity within a revitalized urban community. Lowell is the first U.S. city designated as a "Frontrunner City" in Urban Transformation, a global initiative led by the Urban Economy Forum and the United Nations. The city is also officially recognized by UNESCO as the first Learning City in the United States.



LEADERSHIP OPPORTUNITY

Summary & Application Process

The ideal candidate will be a visionary, mission-centered leader with a strong dedication to Catholic education and the principles that define a Xaverian Brothers Sponsored School. The Head of School must possess exceptional interpersonal and communication skills, with the ability to foster meaningful connections among a broad spectrum of constituents, including students, parents, faculty, staff, alumni, benefactors, parish and diocesan representatives, civic organizations, and the Greater Lowell Community.

The incoming Head of School should value Lowell Catholic's longstanding traditions, distinctive culture, and important role within the Merrimack Valley, while also demonstrating the innovation and determination necessary to guide the school into its next chapter. This leader will be charged with shaping and communicating a forward-looking vision for Lowell Catholic amid an increasingly competitive educational environment that includes Catholic, independent, public, and charter schools. Additional priorities will include responsibly increasing enrollment, strengthening philanthropic engagement, and ensuring that strategic decisions consistently support the school's mission and long-term vitality. The position is a full-time, year-round appointment offering a competitive compensation and benefits package.

All applications will remain confidential until finalists are selected for interviews with the Search Committee. Although most of the following timeframe is approximate, please note that:

- Review of applications begins immediately and will likely conclude in the early fall
- All rounds of interviews will be conducted during the first semester
- Selection of a new Head of School to occur in the late fall/early winter
- Start date of July 1, 2027

Interested candidates are to submit, electronically, the following materials:

- Cover letter and resume
- Educational and leadership philosophy
- List of references - references will only be contacted once an applicant has reached finalist standing, to preserve applicant confidentiality
- Materials are to be addressed to the "Lowell Catholic Head of School Search Committee" and sent electronically, preferably as one file, to:

Dr. Patrick Slattery - Executive Director, Xaverian Brothers Sponsored Schools
pjslattery@xbss.org | 443-939-0124

If you do not receive an email verification of your application submission within 24 hours, please call Patrick Slattery directly.

