

President – Job Description and Qualifications

September, 2025

Mission Statement

Pius XI Catholic High School exists to prepare a diverse community of students to achieve their unique and highest potential.

Guided by our Franciscan values of dignity, peace, and respect, we nurture students to excel academically, develop moral courage, and live lives of faith and service.

Our Core Values

SERVICE: Our Catholic values are lived by treating others as we would want to be treated. We see the needs of others and reach out with compassionate hearts and hands.

EXCELLENCE: We hold ourselves and each other to the highest standard of performance and strive to do a little better every day so that we can each achieve our own unique and highest potential.

INTEGRITY: We speak the truth in love and take responsibility for our actions and words. We have the moral courage to do what is right and just, even when no one is watching.

INCLUSION: We celebrate diversity and the inherent goodness in each person we encounter, seeking opportunities to be welcoming, kind, and respectful to one another.

COMMUNITY: We are one body in Christ and each possess unique gifts and talents which contribute to a greater good. We use these gifts to bring about positive change in our school and in our world.

Position Summary

The President serves as the Chief Executive Officer of Pius XI Catholic School, reporting directly to the Board of Directors. The role has a primarily external focus, serving as the school's main representative within the greater Milwaukee community and the extensive alumni network. The President is responsible for all major school processes with a primary focus on providing strategic oversight and ensuring a qualified and accountable leadership team is in place to deliver excellence across all aspects of the school. The President's primary responsibility is to lead the school's strategic vision and long-range planning, with a strong emphasis on advancement and community relations to maintain the school's financial strength and reputation for excellence in Catholic education.

Strong Catholic Faith Formation

- o *As a practicing Catholic, the President serves as a model of Catholic spirituality and the school's core values.*
- o *Promotes the spiritual health and growth of the school, recognizing the nature of our student body which consists of students of multiple faiths.*
- o *Ensures that the Catholic character of the school is developed, evaluated and promoted among the board, faculty, staff, students and parents*
- o *Understands and ensures adherence to the philosophy and teaching of our founders: the Pallottine Fathers and the School Sisters of Saint Francis*

Delivering Excellence in Educational Quality

In collaboration with the academic leadership team, the president:

- o *Ensures that Pius XI provides high-quality educational experiences in a warm and inclusive environment*
- o *Stays up-to-date on the social and emotional issues that teenagers and families face today*
- o *Maintains working knowledge of trends in secondary education*
- o *Stays up-to-date on regulatory and political issues in education.*

Organizational and Administrative Oversight

- o *Manages a High-Performing Team: The President ensures the leadership team is highly qualified and accountable. They work with the team and the Board to set appropriate goals and performance metrics for all departments.*
- o *Board of Directors: The President serves as the primary channel of communication with the Board of Directors. In collaboration with the leadership of the Board, helps identify and recruit Board members. Works closely with the Board in their role in charting the long-term course for our school.*
- o *Oversees Core Functions: The President has working knowledge and leadership of essential administrative functions, including financial management, business operations, regulatory requirements, IT, human resources, and facilities.*

Community Relationships and Fund Development

- o *Serve as the face and primary representative of Pius XI within the greater Milwaukee community and the extensive alumni community*
- o *Ability to nurture donors through relationships and the articulation of a compelling vision and future.*

- o *Working knowledge of marketing, social media, etc and how they can be effectively utilized to champion our school. Champions the need for communication and interaction with all key stakeholder groups.*
- o *In collaboration with the Vice President of Advancement, achieves the annual financial goals. Also, key in leading the comprehensive campaign(s) of the school.*

Qualifications

- *Active Catholic with demonstrated commitment to Catholic education*
- *Demonstrated strong leadership capability with strategic thinking and business acumen.*
- *Knowledge of and skilled in leading a team to drive change in a complex educational, diverse and urban culture. Demonstrates personal accountability and a sense of urgency.*
 - o *Five to seven years of responsible leadership and administrative experience.*
 - o *A minimum of a bachelor's degree. Advanced degree preferred.*
 - o *Excellent communication skills, including oral, written and presentation; ability to build relationships with a diverse community both within and outside of the school.*
- *Demonstrated fund raising skills.*
- *Willingness to travel regularly (may be more during the comprehensive campaign).*
- *Flexibility in working hours, including evenings and weekends.*

Compensation

Compensation for this role will be determined based on the selected candidate's experience and qualifications. A full overview of benefits will be provided to all applicants invited for an interview.

Expressions of Interest

Qualified applicants are invited to submit their résumé and a letter of interest to presidentsearch2025@piusxi.org, ATTN: Michael Frohna, Chair, President Search Committee