

SAN JUAN DIEGO

CATHOLIC HIGH SCHOOL



PRESIDENT SEARCH

San Juan Diego Catholic High School

Austin, Texas

Start Date: July 2026 or sooner

www.sjdchs.org

POSITION PROFILE

Mission - Focused. Opportunity - Driven. Rooted in Catholic Tradition.

ACELA Solutions is proud to extend its partnership with the Catholic Schools Office of the Diocese of Austin and the Congregation of Holy Cross, Blessed Basil Moreau Province, in leading the national search for the next President of San Juan Diego Catholic High School (SJDCHS). This search reflects a shared commitment to leadership rooted in faith, community, and a bold vision for Catholic education.

San Juan Diego Catholic High School in Austin, Texas, seeks a faith-filled, visionary, and relational leader to serve as its next President. Guided by Catholic values and a deep commitment to educational equity, SJDCHS empowers students from under-resourced communities to graduate prepared for college, career, and purpose-driven lives. Through a rigorous academic program and a distinctive corporate internship model, the school integrates classroom learning with real-world experience—opening doors of opportunity and inspiring hope.

As SJDCHS approaches its 25th anniversary in August 2027, the school stands at an exciting inflection point. Having grown from its origins in 2002 as a Cristo Rey Network school operating out of a small former grade school building at San Jose Parish, the school transitioned to a Cristo Rey-inspired model and opened a new, purpose-built facility in 2017. That modern campus—designed to one day serve 400 students—currently includes classrooms for 200 students, a science lab, a library and computer center, gymnasium, weight room, athlete locker rooms, and turf field. The second floor remains unfinished and represents a near-future priority as enrollment continues to rise.

Today, San Juan Diego is known as "The School That Works"—recognized across Central Texas for blending academic excellence with workplace formation. The next President will lead with integrity and boldness—strengthening Catholic identity, deepening community engagement, advancing innovative programming, and ensuring long-term sustainability. As the school's chief executive and mission leader, the President will collaborate closely with internal and external partners to advance vision, strategy, advancement, and outreach while ensuring the school's long-term vitality.



ABOUT SAN JUAN DIEGO CATHOLIC HIGH SCHOOL

Founded in 2002 and co-sponsored by the Congregation of Holy Cross and the Diocese of Austin, San Juan Diego Catholic High School (SJDCHS) is a small but dynamic community of faith and learning located in South Austin. The school serves a diverse student population in grades 9–12, offering an affordable, private Catholic college-preparatory education to families across Central Texas. SJDCHS is fully accredited by the Texas Catholic Conference of Bishops Education Department (TCCB ED) and is a member of the National Catholic Educational

Association (NCEA), the Texas Association of Private and Parochial Schools (TAPPS), and the Texas Association for College Admission Counseling (TACAC). The school adheres to the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools.



A hallmark of the school's model is its innovative Corporate Internship Program: students work one day per week in professional settings throughout all four years of high school. This real-world learning program reduces the financial burden of tuition while building workplace confidence, early career awareness, and strong character development. Partner organizations include major employers such as Dell, Ascension Seton, St. David's HealthCare, Kestra Financial, local law firms, nonprofits, and higher education institutions.

In 2025, the school expanded its model by launching the Career Track Program, a partnership with Austin Community College (ACC) that allows students to graduate with industry-recognized certifications in high-demand fields. Together, these programs reflect the school's bold commitment to pairing academic excellence with experiential learning, workforce development, and Catholic formation.

SJDCHS is committed to more than just rigorous classroom instruction for students—it fosters the spiritual, academic, professional, and personal growth of each student. With a current enrollment of 163 students and a 16:1 student-to-teacher ratio, the dedicated faculty, staff, and administration are able to provide individualized attention and support. Located in the heart of South Austin, SJDCHS draws students from 35 zip codes across the Austin area, with a diverse student body that is 60% female and 40% male. In addition to a full academic curriculum, students participate in faith formation activities, community service, athletics, extracurricular programs, and a four-year Corporate Internship Program.

Community of Faith...In the Holy Cross Tradition

Sponsored by the Roman Catholic Diocese of Austin, San Juan Diego Catholic High School (SJDCHS) is a community of faith in partnership with the Congregation of Holy Cross and is one of 17 Holy Cross high schools in the United States. SJDCHS combines a rigorous academic curriculum, together, with a rich tradition of educating students in the tradition of the Congregation Holy Cross and the teachings of its founder Blessed Basil Moreau. We are firmly committed to intertwining the four pillars of the Congregation of Holy Cross into every aspect of student life: Building Respect, Educating Hearts and Minds, Being Family, and Bringing Hope.

At the heart of these charisms is the motto shared by the Congregation of Holy Cross—Ave Crux Spes Unica—Hail the Cross, Our Only Hope, which captures the life and the work of the Congregation and Blessed Basil Moreau.



SJDCHS became a faith community in partnership with the Congregation of Holy Cross in February 2019. Each summer, a group of student leaders is selected to gather with other leaders from Holy Cross schools to explore our shared history and zeal for the Holy Cross mission through service and by building bonds of friendship that extend beyond our local communities. These leadership opportunities are Holy Cross Immersion and HCC4SL: Holy Cross Conference for Student Leaders.

"We shall always place education side by side with instruction; the mind will not be cultivated at the expense of the heart. While we prepare useful citizens for society, we shall likewise do our utmost to prepare citizens for heaven.

-Blessed Basil Moreau

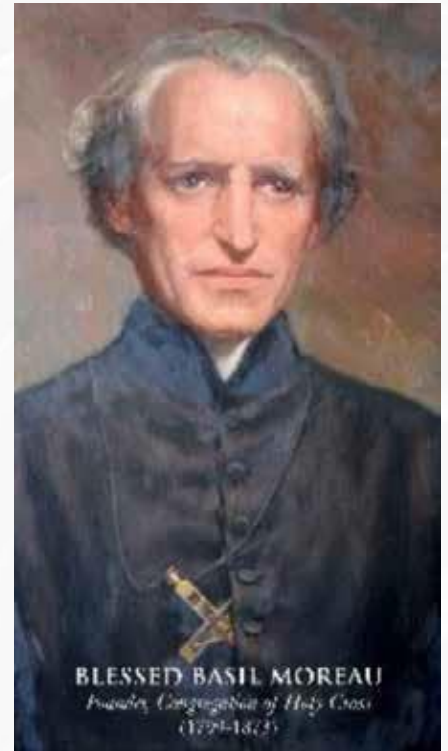
Mission Statement

San Juan Diego Catholic High School provides highly motivated students the opportunity to earn a Catholic, college preparatory education enriched by participation in a corporate internship program.

Philosophy Statement

As a community of faith, we believe that a Catholic, college preparatory education, combined with a corporate internship program, creates spiritual, intellectual, and professional growth for the students we serve. We provide a Catholic education that transcends economic barriers and is accessible to all.

We believe that each of our students is a unique gift from God, with the potential to be transformed and to transform others. We value our students, their families, and the rich culture that they bring to our school community. We are committed to shaping the young hearts and minds of our future leaders.



Goals for Graduates

At graduation, the graduates of San Juan Diego Catholic High School will:

- Embody a spirit of Christian love and service
- Demonstrate respect for self and community
- Engage confidently with the corporate world
- Pursue intellectual potential beyond high school
- Exhibit informed ethical decision-making skills

Governance and Board Committees

San Juan Diego Catholic High School is co-sponsored by the Congregation of Holy Cross and the Diocese of Austin, and operates under the leadership and guidance of both entities. The President reports to and is evaluated by the Superintendent of Catholic Schools for the Diocese of Austin, who provides oversight in alignment with diocesan policies and strategic priorities. In addition, the President collaborates closely with the Congregation of Holy Cross to ensure faithful expression of the Holy Cross' charism and mission within the life and leadership of the school.



The school is further supported by a dedicated and mission-driven Board of Directors that serves in a collaborative and consultative capacity. United in their commitment to the school's Catholic identity, corporate internship model, and long-term vitality, Board members offer valuable guidance, expertise, and advocacy across key domains. The Board is deeply supportive of the President and school leadership, actively partnering in areas such as strategy, community engagement, advancement, and institutional growth. Their counsel and encouragement play an integral role in helping the administration achieve its bold and mission-centered goals and is supported through the work of the following committees:

Catholic Mission

Supports the President/Principal in evaluating and strengthening the school's identity as a Holy Cross Catholic school. Focus areas include mission and vision alignment, Catholic values, diocesan and USCCB-aligned policies, and accreditation.

Finance

Advises on the school's financial operations and long-term sustainability. Areas of oversight include annual budgeting, investments, capital expenditures, and financial stewardship.

Enrollment

Works to promote the school's visibility, brand, and enrollment growth. Supports marketing efforts, community outreach, recruitment strategy, and student retention.

Corporate Internship Program (CIP)

Supports the continued growth and effectiveness of the school's hallmark Corporate Internship Program. Helps cultivate corporate partnerships, expand industry placements, and promote CIP's value to potential sponsors.

Advancement/Development

Assists in developing a comprehensive fundraising strategy that includes annual giving, major gifts, stewardship, events, planned giving, and capital campaigns to sustain and grow the school's mission.



What is CIP ?

The San Juan Diego Corporate Internship Program (CIP) is unlike any other in Austin and plays an integral role in the mission and model of San Juan Diego Catholic High School (SJDCHS). This distinctive program benefits all involved—students, sponsoring companies, and the school community. CIP offers students valuable professional work experience and exposure to future career opportunities, all while allowing them to earn a portion of their tuition toward a college preparatory education. Partner companies lease a job-sharing team of four students who collectively fill a full-time, entry-level position, with each student working five full business days per month. As the only program of its kind in Central Texas, CIP plays a vital role in giving students a competitive advantage in college admissions and scholarship opportunities.

All SJDCHS students participate in CIP, gaining exposure to a wide range of industries including law, healthcare, finance, technology, education, small business, and nonprofit sectors. Common student responsibilities include data entry, presentation prep, front desk support, answering phones, assisting with events and conferences, sorting mail, and managing documents.

Students work standard business hours, and CIP staff provide round-trip transportation to and from each worksite. The program operates annually from August through May.

To ensure readiness, all students attend a required Summer Training Institute, where they receive instruction in work-place skills, business etiquette, confidentiality, and Microsoft Office tools. They are also supported with year-round coaching and mentoring to reinforce professional growth throughout the school year.

To learn more about this unique and mission-driven school community, please visit its website at www.sjdchs.org

THE ROLE OF THE PRESIDENT

San Juan Diego Catholic High School operates under a President/Principal leadership model. The President serves as the Chief Executive Officer and primary external ambassador of the school, responsible for advancing its mission, strategy, and sustainability. The governing board of the School shall hire and dismiss the President, subject to the approval of the Congregation and the final approval of the Bishop. The role carries overall responsibility for:

- Mission & Catholic Identity
- Vision & Strategic Planning
- Institutional Advancement & Fundraising
- Corporate Internship & Career Track Oversight
- Enrollment, Marketing, and Communications
- Finance, Operations, and Capital Planning
- Board Relations & Governance

The President partners closely with the Principal and leads a dedicated senior team, working to ensure alignment across academics, operations, and mission execution. The role is deeply relational—building trust with donors, business and community partners, families, alumni, and civic leaders across Austin and beyond



THE CANDIDATE

San Juan Diego Catholic High School operates under the increasingly strategic and mission-anchored President/Principal leadership model. In this structure, the Principal leads the day-to-day academic and co-curricular program, reporting directly to the President, who serves as the school's Chief Executive Officer and outward-facing institutional leader. This model empowers the President to focus on vision, advancement, and strategic growth—serving as the school's public face, chief fundraiser, relationship-builder, and lead advocate in the broader community.

The next President of San Juan Diego Catholic High School will be a mission-driven, faith-filled, and entrepreneurial leader with exceptional poise, presence, energy, and communication skills. This is a key executive position requiring not only strategic vision and business acumen, but also emotional intelligence, cultural fluency, and a deep commitment to Catholic education as a vehicle for social transformation. The President will work in strong partnership with the Principal and senior leadership team to advance the school's bold mission and fulfill the Board's aspirations for future growth, innovation, and impact.

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The Board welcomes candidates from Catholic, Cristo Rey, charter, or independent schools, as well as those with distinguished leadership careers in nonprofit organizations, higher education, workforce development, foundations, public service, or mission-driven corporate environments. While familiarity with school operations is certainly beneficial, the most critical attributes are:

- The ability to cast and implement strategic vision
- A natural orientation toward storytelling, stakeholder engagement, and institutional advancement
- And a personal conviction that access to Catholic education and workforce pathways can change lives and uplift communities

This is a rare and compelling opportunity to lead a distinctive, high-impact Catholic high school serving students from under-resourced backgrounds through a nationally recognized Corporate Internship Program and college-and-career preparatory model. The next President will be a passionate ambassador for the school's mission—able to engage, inspire, and mobilize students, families, donors, and partners alike in support of this transformative vision.

A more detailed and official job description will be provided to advancing candidates during the interview process.

Key Qualifications at a Glance

- Practicing Catholic in good standing with the Church; mission-oriented servant-leader rooted in Gospel values and committed to advancing Catholic education
- Proven executive leadership with a portfolio of strategic results and a deep understanding of school operations and advancement
- Personable, relational, and authentic, with emotional intelligence, compassion, a sense of humor, and the ability to engage and inspire faculty, staff, students, and families
- Culture builder and team leader, capable of cultivating trust, collaboration, and a strong sense of community across all stakeholder groups
- Skilled communicator and public ambassador, able to share the school's mission with clarity and conviction
- Strong instincts for advancement, enrollment management, marketing, and institutional positioning
- Ability to build partnerships with business, civic, and community leaders to support and expand the Corporate Internship Program
- Experience engaging with consultative boards, diocesan leaders, or nonprofit advisory councils in a collaborative and mission-centered way
- Genuine respect for underserved students and their families; passionate about access, equity, and the power of Catholic education to transform lives



ABOUT THE AUSTIN AREA

Austin is the capital of Texas and one of the fastest-growing cities in the United States, with a metropolitan population of nearly 1 million residents. Known for its entrepreneurial energy, cultural vibrancy, and strong education infrastructure, Austin attracts a diverse mix of professionals, families, students, musicians, and creatives.

The city is home to major tech employers including Apple, Amazon, Google, IBM, Oracle, Dell, Intel, and Texas Instruments, along with a wide range of nonprofit, government, and small business enterprises. The nearby suburb of Round Rock houses the worldwide headquarters of Dell Technologies. Austin is also home to the University of Texas at Austin, which educates more than 50,000 students annually and contributes significantly to the intellectual and cultural life of the city. With its combination of economic opportunity, high quality of life, strong schools, and cultural dynamism, Austin consistently ranks among the best places to live and work in the country. The city is also internationally known for its vibrant music and arts scene, including the annual South by Southwest (SXSW) festival, which draws innovators from around the world. Austin's slogan, "The Live Music Capital of the World," captures the spirit of a community that values creativity, collaboration, and expression.

APPLICATION PROCESS

ACELA Solutions is proud to extend its partnership with the Catholic Schools Office of the Diocese of Austin and the Congregation of Holy Cross, Blessed Basil Moreau Province, in leading the national search for the next President of San Juan Diego Catholic High School (SJDCHS). This search reflects a shared commitment to leadership rooted in faith, community, and a bold vision for Catholic education. We are committed to identifying a mission-driven, dynamic, and visionary leader who will carry forward the school's distinctive model and bold mission.

We are conducting this process with purpose, discernment, and full confidentiality. The selected candidate will be expected to assume responsibilities as early as January 2026 and no later than July 2026. Highly qualified candidates who are available to begin sooner are encouraged to apply.

To apply, please submit the following materials as separate PDF attachments and include SJDCHS in the subject field:

- Letter of interest that highlights how your leadership experience and qualifications align with this unique Catholic school community—and what draws you to this opportunity
- A statement of Catholic educational leadership philosophy
- A current resume with all appropriate dates and credentials listed
- A list of five professional references, including names, relationships, phone numbers, and email addresses
- (References will not be contacted without the candidate's prior knowledge and approval.)

Please include SJDCHS in the subject field submit and include all materials in one email to:

Michael Furey, Founder and President

michael.furey@acelasolutions.com

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ACELA
S O L U T I O N S

School Fast Facts



2002

year SJDCHS was
founded



35

zip codes represented by
SJDCHS students across
Central Texas



\$50M

total scholarships
earned by SJD CHS 583
alumni



16

athletic teams competing
across fields, courts, and
arenas



163

current student
enrollment



85%

SJDCHS graduates who
attend 4-year universities



51

colleges and universities
where the Class of 2025
attend



16:1

student/faculty ratio



\$13M

capital raised through the
Transforming Lives & Building
Opportunities Campaign to
establish the school campus



\$6,500

CIP tuition credit per
student



22

average class size



6

AP courses offered



ACELA
S O L U T I O N S

Advocates for
Catholic Education
Leadership and
Advancement

About ACELA Solutions

ACELA Solutions is a national consulting firm dedicated to advancing Catholic education, leadership, and mission-driven organizations. We partner with schools, dioceses, religious communities, and nonprofits to provide executive search, leadership formation, organizational strategy, and operational vitality services. With deep roots in Catholic ministry and a proven track record of success, ACELA brings insight, integrity, and intentionality to every engagement. Our work is grounded in Gospel values and built on relationships—because we believe mission moves at the speed of trust.

Learn more at www.acelasolutions.com