



SUPERINTENDENT OF CATHOLIC SCHOOLS

October 14, 2024

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

Catholic schools in the **Archdiocese of Baltimore** provide a Christ-centered education that is academically excellent and empowers students to reach their full potential – spiritually, intellectually, physically, socially, and morally. Catholic schools in the Archdiocese nurture and sustain the God-given gifts of every person, especially students, to be used in service to the Mission of Jesus.

The Archdiocese of Baltimore is proud to announce that five of our schools were recognized as 2024 National Blue Ribbon Schools. Catholic Schools enroll over 24,000 students. There are currently 40 elementary and middle schools (34 archdiocesan and 6 independent) and 18 high schools (5 archdiocesan and 12 independent) spread throughout the archdiocese, which includes: Baltimore City, Allegany, Anne Arundel, Baltimore, Carroll, Frederick, Harford, Howard, and Washington Counties.

Job Summary/Description:

The Archdiocese of Baltimore is seeking a Superintendent of Catholic Schools to serve as the educational leader for the Archdiocese, overseeing and guiding the spiritual and academic growth of Catholic school elementary and secondary students while providing a safe environment and preparing them as future leaders in the Church and community.

Reporting to the Chancellor of Catholic Schools and working with the Archbishop of Baltimore and the Archdiocesan School Board, the Superintendent sets forth the strategic vision and plans to grow and strengthen the Archdiocesan school system while supporting the Catholic mission and the vision of the Archdiocese of Baltimore.

Job Duties & Responsibilities:

- Serves as the academic and Catholic Identity leader for the Catholic Schools of the Archdiocese of Baltimore.
- Designs and implements comprehensive educational strategies which incorporate our Catholic Identity in all those areas to enhance the faith formation and academic growth of students.
- Implements the school governance structures.
- Develops a “systems approach” to enhance the performance of and resources available to the Catholic schools.
- Creates and designs effective leadership models, programs, and ongoing opportunities to grow new administrative leaders in their faith and expertise for both urban and suburban schools.
- Provides leadership for the development and implementation of a comprehensive curriculum reflecting the highest of standards for all students as 21st century learners, reduces achievement gaps, and improves academic performance through innovative instruction and technology.
- Supervises and evaluates the general administration and operation of the schools.
- Plans and implements the annual evaluation program for Presidents and Principals.
- Develops and implements the goals, policies, and procedures of the Department of Catholic Schools.
- Updates and administers the Policy Manual for Catholic Schools.
- Provides oversight for Archdiocesan school leaders and works collaboratively with pastors and parish school leaders and Boards; and,
- Serves as an ex-officio member of the Archdiocesan School Board, which provides strategic leadership to the Catholic schools, and is the staff liaison to the Academic Affairs Committee of the Board.

Required Knowledge, Skills, & Experience:

The Superintendent of Catholic Schools will be a practicing Catholic who embraces Catholic education, viewing it as essential to fulfilling the Church’s mission of evangelization and the strengthening of discipleship. Candidates should be agents for change with strategic vision, passion and proven experience leading and transforming organizations, who have the following requisite qualifications, skills, and experiences:

- A doctorate in education or related field is strongly preferred; a master’s degree in educational administration/school leadership is required.
- Minimum of 10 years of successful school leadership.
- Extensive and successful school leadership experience, ideally in a growth-oriented Diocese with various models of Catholic education in diverse, multi-cultural schools/systems.

- Contemporary knowledge of academics and educational research, including curriculum development, instruction, professional development, and instructional technology.
- Relationship-oriented with proven ability to collaborate with pastors, school presidents/principals, Boards, parents and Archdiocesan staff and oversee a broad range of schools in both urban and suburban settings.
- Skilled at building and leading a highly effective and high-performing team with a common mission and purpose, supported by clear roles and responsibilities.
- Proven ability to create and implement plans to enhance the operational viability of Catholic schools in relation to enrollment management, marketing, advancement, finance, recruitment, and facilities.
- Ability to work both independently and collaboratively as a member of the Archdiocesan Executive Team to identify and secure new sources of funding and investment to support the mission of Catholic education from leaders in the community, higher education, corporations, and foundations.
- Demonstrated experience in strategic planning, including the development, implementation, and evaluation of action plans.
- Financial acumen and experience with business and operational practices of Catholic education.
- Exceptional communication and presentation skills to effectively represent the Archdiocese and the Department of Catholic Schools and to engage in national dialogue on trends and challenges in education.
- A reputation as a strategic thinker and innovator who explores new opportunities, initiates change, is comfortable taking risks, and embraces contemporary technology and media.
- Exemplary work ethic: a role model who gives an example to and inspires others to high levels of performance and success.

Salary: Commensurate with background and experience. Details will be furnished to finalist candidates.

Application Deadline: December 15, 2024
(We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Marie Keith
Vice President, Education
Catholic Recruiter Associates
Marie@CatholicRecruiter.com

Note: Only those selected for an interview with the search committee will be contacted.

Search managed by:

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P.O. Box 967
Ridgefield, CT 06877
Phone: (203) 438-8475
info@catholicrecruiter.com
www.catholicrecruiter.com