



CATHOLIC SCHOOLS OFFICE  
ARCHDIOCESE OF BOSTON

GO FURTHER  
with **FAITH**



# PRINCIPAL

March 21, 2024

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



## BACKGROUND

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The Archdiocese of Boston is one of the largest archdioceses in the United States and is the spiritual home for more than 1.8 million Catholics. Centered in one of the world's great cities and spread across 144 communities in eastern Massachusetts, the Archdiocese of Boston is an ethnically diverse and spiritually enriching faith community consisting of vibrant parishes, well-performing Catholic schools that are educating more than 32,000 students annually. Mass is celebrated in more than twenty different languages each week.

### Position Summary:

The [Archdiocese of Boston's Catholic Schools Office](#) is now seeking strong and faithful school leaders as it executes a strategic vision focused on strengthening Catholic identity, academic excellence, and operational vitality throughout its schools.

The candidates we seek will be passionate servant parish school leaders prepared to advance the mission of Catholic education by modeling authentically Catholic values in their personal and professional lives while leading school communities with missionary zeal.

**Start Date:** July-September 2024



## Desired Attributes:

- **Practicing Catholic:** Is an active member of his/her parish who attends Mass at least weekly along with all holy days of obligation, regularly participates in the sacrament of Reconciliation, has a deep prayer life, and serves as a joyful witness to the Catholic faith while remaining faithful to the Magisterium of the Catholic Church.<sup>1</sup>
- **Commitment to the Evangelizing Role of Catholic Schools:** Understands that Catholic schools play a central role in evangelizing students and parents<sup>2</sup>, reveals the beauty of the Catholic faith, regularly plans for school-wide Masses and opportunities for Reconciliation and Eucharistic Adoration, ensures that all teachers of religion are practicing Catholics<sup>3</sup>, and integrates the contributions of the Catholic Church to art, music, history, architecture, religion, philosophy, mathematics, literature, and science curriculum.
- **Commitment to Academic Excellence:** Constantly strives to provide the highest quality educational experience possible and displays a sense of urgency in attaining such outcomes for all students regardless of background.
- **Strong Instructional Leader:** Committed to prioritizing instructional leadership, recruiting talented educators, supporting their growth, and providing ongoing mentoring and support, while setting clear expectations and high standards.
- **Collaborative:** Understands that strong leadership does not simply mean issuing commands, but instead investing time in relationships and persuading key stakeholders to coalesce around a winning strategy and display patience when working with teachers every day to improve their craft.
- **Demonstrated Willingness to Make Difficult Decisions:** Does not avoid making decisions to sidestep conflict and is capable of making tough decisions to maintain a balanced budget and ensure that students have high quality teachers.
- **Financially Astute:** Understands budgets and finance, hits forecasted enrollment targets, ensures financial records are up to date and accurate, and is not wasteful.



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<sup>1</sup>"Therefore, the principal of a Catholic school must be a practicing Catholic in good standing who understands and accepts the teachings of the Church and the moral demands of the Gospel." (USCCB, National Directory for Catechesis, p. 231)

<sup>2</sup>"The Catholic school is a center for evangelization; thus, its catechetical program is essential to its distinctively Catholic identity and character." (USCCB, National Directory for Catechesis, p. 231)

<sup>3</sup>"All members of the faculty, at least by their example, are an integral part of the process of religious education...Teachers' lifestyle and character are as important as their professional credentials." (USCCB, Teach Them, p. 5)

- **Person of Integrity, Transparency, and Sound Judgment:** Committed to the highest standards of integrity, maintains transparency with parents and the Archdiocese alike and displays sound judgment in handling difficult situations.

### **Unconventional Candidates Are Encouraged to Apply**

Although most successful candidates will have an extensive background as teachers and/or as administrators, candidates with unconventional backgrounds will be considered. Those with extensive nonprofit leadership, fundraising, or enrollment experience are especially welcome, particularly those with experience involving service to or education of children. A strong faith and commitment to Catholic Church teaching are required.



### **Then Obligations of School Leaders Regarding Faith**

Because school leaders are ministers of the Catholic Church and entrusted with the responsibility of evangelizing, chosen candidates will be expected to be joyful witnesses to the faith and to sign contracts that include standard clauses for adherence to the Magisterium of the Catholic Church<sup>4</sup>. Additionally, principals are responsible for ensuring that all religious instruction is delivered by faithful, practicing Catholics.

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<sup>4</sup> “As a catechetical leader in the Catholic school, the principal is called to...Recruit teachers who are practicing Catholics, who can understand and accept the teachings of the Catholic Church and the moral demands of the Gospel, and who can contribute to the achievement of the school’s Catholic identity and apostolic goals.” (USCCB, National Directory for Catechesis, p. 231)

## Why Boston?

The Boston area is a key destination, with 52 colleges and universities, world-class cultural institutions, diverse communities, and a vibrant social life. Key events in the nation's history occurred in the Boston Archdiocese, including the Mayflower landing at Plymouth, the battles of Bunker Hill, Lexington and Concord, the Salem witch trials, Paul Revere's ride, and the Boston Tea Party.

The Boston Archdiocese is the home to the first Catholic president and three U.S. presidents overall: John Adams, John Quincy Adams, and John F. Kennedy. The classic song "Jingle Bells" describes sleigh races held in Medford, Massachusetts, just north of Boston. Nathaniel Hawthorne's literary classic "Scarlet Letter" describes puritanical Boston. Boston is also known to be the home of the first school in America in 1635 (Boston Latin) and one year later the first college (Harvard). Boston remains one of the most Catholic cities in the United States.

The Archdiocese is home to a diverse set of close to 100 Catholic schools, with 3,000 educators serving more than 32,000 students. Within broad parameters, school leaders are given great autonomy, much more than educators find in public district schools or charter schools.

Dependent on philanthropic support, new principals are invited to participate in leadership programs at no personal cost. Participants will engage in professional development and receive individualized leadership coaching to build upon their capacity to be strong instructional leaders and use data to inform decision-making. The Archdiocese is also committed to providing competitive salaries and benefits.

Cardinal Seán O'Malley, O.F.M., Cap., who has a strong commitment to Catholic education, has led the Archdiocese of Boston since 2003, is the President of the Pontifical Commission for the Protection of Minors, and is one of eight cardinals chosen worldwide to advise Pope Francis on a regular basis.



**Application Process:**

To apply, please submit the following two documents, confidentially, and as separate PDF attachments.

- 1. Cover letter (no greater than two pages), answering the following questions:
  - a. Why do you find yourself being called to Catholic school leadership?
  - b. Are you available to relocate to the Boston area? When could you do this?
  - c. Can you obtain a letter from your parish certifying that you are a Catholic in good standing?
- 2. Current resume (include all work- and service-related experiences, dates, and education related to the position)

**Application Deadline:** May 31, 2024

**For consideration, please email documents to:**

Marie C. Keith  
 Senior Director, Education and Recruiting  
 Catholic Recruiter Associates  
[Marie@catholicrecruiter.com](mailto:Marie@catholicrecruiter.com)

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

Search managed by:



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