



ARCHDIOCESE  
of BALTIMORE



# SUPERINTENDENT OF CATHOLIC SCHOOLS

March 1, 2018

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



## CLIENT BACKGROUND

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Founded in 1789 as the first Catholic Diocese in the United States, the Archdiocese of Baltimore serves more than 500,000 Catholics in 140 parishes. Today, Archbishop William E. Lori, S.T.D. ([Archbishop Lori Biography](#)) leads the faithful of this historic diocesan ministry.

### CATHOLIC SCHOOLS OF THE ARCHDIOCESE OF BALTIMORE:

**Today, there are 44 Archdiocesan Catholic schools in nine jurisdictions in Maryland, including the city and county of Baltimore.**

The 38 elementary schools and 6 high schools enroll more than 17,000 students and are vibrant communities of faith and learning which combine the best of tradition with innovations that meet the expectations of the 21<sup>st</sup> century. The Superintendent of Catholic Schools is the educational leader for the Archdiocese of Baltimore, overseeing and guiding the spiritual and academic formation of Catholic school elementary and secondary students and preparing them as future leaders in the Church and community. Working with the Chancellor of Education and the Archdiocesan School Board, the Superintendent leads the Catholic schools organization at the direction of the Archbishop of Baltimore.



# Mission Statement:

**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. Fostered through robust collaboration among all stakeholders, the mission is accomplished through accountable leadership at all levels, ongoing and coordinated strategic planning, centralized efficiencies, and financial sustainability.**

## Vision:

Catholic schools in the Archdiocese of Baltimore nurture and sustain the God-given gifts of every person, especially students, to be used in service to the Mission of Jesus.

## Programs and Partnerships:

- Archdiocesan Community Schools, four schools with an integrated focus on academics, services, and support, benefit from collaboration with Loyola University of Maryland and the Women’s Education Alliance.
- Operation TEACH (Teachers Enlisted to Advance Catholic Heritage), an innovative post-graduate service program, develops highly committed educators to meet the needs of students in Catholic schools.
- PRIDE (Pupils Receiving Inclusive Diversified Education) is designed to meet the needs of students in grades K through 8 who learn differently.
- Archdiocesan School Fund addresses the financial need of students attending schools throughout the Archdiocese.
- Partners in Excellence Program provides tuition assistance grants from corporations, foundations, and individuals.
- BOOST, a State of Maryland Program, offers scholarships to enable eligible students to attend a nonpublic school.

# Qualifications

**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 and demonstrated experience leading and transforming organizations, who possess the following requisite qualifications, skills, and experiences:

- A Master's degree in educational administration/school leadership; a doctorate in education or related field is strongly preferred.
- 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.
- Proven ability to create and implement plans to enhance the operational viability of Catholic schools in relation to enrollment management, marketing, advancement, finance, and facilities.
- Ability to work both independently and in collaboration with Archdiocesan leaders 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 in order to effectively represent the Archdiocese and the Department of Catholic Schools, and to engage in national dialogue regarding trends and challenges in education.
- Relationship-oriented leadership style with demonstrated ability to work collaboratively with Pastors, School Presidents/Principals, Boards, and Archdiocesan staff, and oversee a broad range of schools in both urban and suburban settings.
- Skilled at building a highly effective and high-performing team with a common mission and purpose, supported by clear roles and responsibilities.
- A reputation as a strategic thinker and innovator who initiates change, is comfortable taking risks, and embraces contemporary technology and media.
- Exemplary work ethic that serves as an example to and inspires others to high levels of performance and success.

# Other

**Compensation**



Compensation for the Superintendent is highly competitive and includes an executive benefits package. Relocation benefits are available.

**Deadline for Application**



April 30, 2018

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

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