



Superintendent of Catholic Schools

SEARCH PROSPECTUS



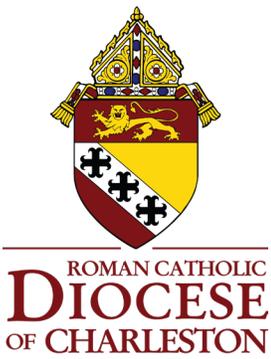
Superintendent of Catholic Schools Diocese of Charleston

CHARLESTON, SOUTH CAROLINA

www.charlestdiocese.org

START DATE – JULY 2020

Partners in Mission School Leadership Search Solutions, LLC



The Diocese at a Glance

The Roman Catholic Diocese of Charleston comprises the entire state of South Carolina with Charleston as its See city. Founded in 1820, it is one of the oldest Catholic dioceses in the United States. The diocese consists of 95 parishes, 33 schools, and over 20 mission and ministry initiatives throughout the state. Its clergy and religious sisters are a local and worldwide representation of the answer to the Baptismal call to minister, serve and evangelize.

The diocese is led by the Most Rev. Robert Guglielmono, the thirteenth Bishop of Charleston.

Catholic Schools' Mission Statement

Catholic schools in the Diocese of Charleston will provide meaningful, engaging learning experiences and faith formation. Our school communities will be steeped in Catholic culture, rooted in Gospel values, and centered on the Eucharist. We will welcome families of diverse backgrounds who seek a Catholic education for their children. We will value all students, acknowledge their unique gifts, and empower them to mature academically, spiritually, socially, emotionally, and physically.

The Catholic community of South Carolina will identify, cultivate, and support visionary school leaders and effective teachers who embody the Catholic mission. We will enable our educators to innovate and collaborate within and across schools and parishes.

The entire Catholic community of the Diocese of Charleston will support Catholic school education as an essential ministry of the Catholic Church. Through its engagement, the community will enable schools to demonstrate excellence in all facets of operation: relevant and rigorous curriculum, differentiated instruction, accountability and efficiency at all levels, ongoing strategic planning, marketing, financial sustainability, adaptability to local needs, and responsible stewardship of resources and facilities.

History of Education in the Diocese

The roots of Catholic education in the Diocese of Charleston go back to its founding in 1820. Catholic schools in the early 19th century were few and mainly administered by religious sisters. In the 1880s, following the vision of the Third Plenary Council of Baltimore, Bishop Henry P. Northrup, the fourth bishop of Charleston, established the diocesan parochial school system, calling for schools to be founded at parishes across the diocese. The most rapid growth of Catholic schools in the Diocese of Charleston was between 1950 and 1960, when 20 schools opened.

A century later, Bishop David B. Thompson, 11th bishop of Charleston, convened in 1992 a diocesan-wide synod that included the clergy, religious, and laity from throughout the diocese. The synod articulated a mandate that all Catholic schools meet four criteria: authentically Catholic, academically excellent, financially feasible, and community-supported.

Under Bishop Robert J. Baker, 12th bishop of Charleston, the Catholic population grew to about 4% of the state's population through both population shifts and his strong promotion of evangelization.

Bishop Robert E. Guglielmone, 13th bishop of Charleston, responded to the need for Catholic education in several areas, including undertaking studies to establish the feasibility of Catholic high schools in the Myrtle Beach and Hilton Head areas. The Diocese of Charleston, experiencing significant growth in its Catholic population, opened schools in Longs (Holy Trinity Catholic School) in 2009 and Ridgeland (John Paul II Catholic School) in 2013 and St. Elizabeth Ann Seton High School in Myrtle Beach in 2017.

Similarly, the Diocese opened three new parishes in 2014: St. Clare of Assisi on Daniel Island, St. Thomas More in Columbia, and Our Lady of Hope in Manning.



About the Schools

The Catholic Education Office of the Diocese of Charleston places emphasis on academic excellence and Catholic identity that is mission-focused. The 33 schools in the Diocese of Charleston are comprised of 28 elementary schools, four diocesan secondary schools, and one independent Catholic high school. There are over 7,000 students enrolled in Catholic schools throughout the state, 77% of whom are Catholic. All schools were recently renewed for diocesan-wide AdvancED (now Cognia) and Southern Association of Colleges and Schools (SACS) Accreditation. Additionally, the diocesan school network was recently named to the AP District Honor Roll by the College Board organization, one of only 447 districts in the United States and Canada to earn this prestigious credential. A powerful theme throughout the schools was a Catholic identity that is mission-focused.

FAST FACTS



28

Parish Elementary
Schools



4

Diocesan Secondary
Schools



\$4.7M

Diocesan Financial Assistance
Provided Students

FAST FACTS



890

Diocesan Faculty
and Staff



\$60M

Diocesan Capital Campaign
Nearing Completion



22%

Increase In State-Wide
Catholic Population in
Recent Years



The Position

The Superintendent of Schools of the Diocese of Charleston provides leadership, vision, and academic and operational direction for the 33 schools dispersed throughout the state. The primary focus for the next Superintendent will be the continual pursuit of excellence in all matters related to Catholic education throughout the diocese. With his or her well-developed entrepreneurial mindset, the Superintendent will be skilled at identifying and implementing additional ways, both traditional and technology-based, to enhance curriculum and instruction, and ensure that teachers and administrators receive the organizational support, financial resources, and professional development they need to create a rich academic environment to optimize student achievement and develop confidence and a love of learning in every child.

As an effective and dynamic communicator, the Superintendent will ensure that the mission and strategic focus of every school is well-defined and effectively blends with the mission and vision of the Bishop. The Superintendent will work extensively in developing positive and productive relationships with the religious leaders across all diocesan parishes and will seek an equally beneficial relationship with the academic and administrative leadership of the schools. S/he will work closely with a broad range of constituents, including diocesan religious and administrative leaders, regional advisory boards, principals, teachers, pastors, families, and key donors to set a strategic direction for the future and to build support for new initiatives focused on innovation and continuous improvement within every diocesan school community.

As the executive leader and public face of Catholic education throughout the diocese, the Superintendent must display leadership mastery in the following requisite areas: driving Catholic identity, mission, spirituality, and culture expected in a Catholic elementary and high school setting; articulating and executing a vision that clearly defines direction and accountability for all; building strong stakeholder relationships that further develop constituent potential; executive presence and capacity that inspires board development and engagement, fiscal stewardship, and fundraising initiatives; as well as operational, organizational, and strategic planning expertise.

The Superintendent will be an ardent advocate and subject matter expert in all domains of school advancement, and reports to the Secretary for Education and Faith Formation.

Opportunities and Challenges

Similar to most across the country, Catholic schools in the Diocese of Charleston face the mission-critical challenges of sustaining and growing enrollment with a shrinking pool of prospective students, competing against public and secular alternatives throughout many of its markets, implementing 21st Century curriculum and related student learning experiences, keeping tuition at affordable levels while providing adequate levels of tuition assistance, continually updating facilities to support academics, athletics, the arts, and co-curricular activities, staying current with technology, provide continuing and relevant professional development to all faculty across the diocese, and developing organizational capacity and best-practices in school advancement efforts.

The Diocese of Charleston encompasses the entire state of South Carolina. The Superintendent of Catholic Schools must be comfortable with the geographical size and be entrepreneurial in his or her approach in finding new ways to collaborate and network throughout the state.

In preparation for the Diocese's Bicentennial Campaign, the Catholic Schools Office, and other departments have presented priorities supported by the \$60,000,000 campaign. The initiatives proposed by the Catholic Schools Office include:

- Expand the current endowment fund to provide additional tuition assistance to families
- Provide welcome grants to boost school enrollment
- Help Catholic high schools fund their capital priorities
- Improve Catholic elementary school facilities and technology
- Provide leadership training for administrators and potential candidates
- Help teachers with educational resources to serve students with special needs
- Provide, design and coach schools to launch marketing and social media efforts

As this campaign concludes, financial resources will now be available to help transform Catholic education throughout the state. Focus on increased advocacy for the growth of each of the schools, targeting effective and current trends in educating students and teachers, and succession planning to identify and develop potential successors for key positions throughout the school system are all critical aspects of moving the Diocese of Charleston schools into the future. With support from families, teachers, school leaders, and pastors and diocesan leadership, and a strengthened will on the part of the entire Catholic community to invest in Catholic school education, a commitment to these important areas will be a priority for the next Superintendent of Catholic Schools in advancing the mission and success of Catholic education in the Diocese of Charleston.

To help effect this transformational change, the new Superintendent will be well-positioned to immediately commence a marketing campaign, followed by a strategic planning process focused on addressing the similar sustainability, viability, and accessibility challenges so many Catholic schools across the nation currently face.



FAST FACTS



7,000+

Enrollment at Elementary and Secondary Schools



\$500K

Catholic Schools Office Operating Budget



77%

Students of the Catholic Faith

Qualities and Characteristics

- Practicing Catholic in communion with the Church, who is a faith-filled and Christ-centered servant leader that embraces, models, champions, and promotes the traditions and values of Catholic education.
- Master's degree required; terminal degree preferred. Minimum ten or more years of recent and progressive leadership experience in the field of Catholic education required. Prior experience in a similar diocesan leadership position is a plus.
- Executive presence to inspire confidence, passion, and persistence amongst all stakeholders in an ambitious, fast-paced, and results-oriented period of organizational change.
- An accomplished change-agent with demonstrated success in addressing immediate organizational needs and long-term goals.
- Exceptional communication, interpersonal, and public speaking skills while serving as the highly visible public face of Catholic education throughout the diocese in building constructive relationships with all stakeholders that inspire crucial support in all school advancement domains and initiatives.
- Entrepreneurial mindset that finds new, creative, and effective ways to help school leaders develop solutions to challenges they face every day.
- Proven business and financial acumen in understanding mission-critical functions of budgeting, financial management, and strategic planning.
- Skilled at identifying, attracting, developing, and retaining high-quality professionals with a commitment and passion for delivering a transformational Catholic educational experience.
- Ability to work effectively with individuals from diverse communities and cultures, while establishing immediate rapport and trust with all diocesan, school, parish, and philanthropic constituencies.
- Accessible and approachable leadership style, with the capacity to relate to all internal and external constituents while being extremely visible and interactive throughout the diocese.
- Inspirational, humble, and authentic mentor who instills leadership in others.
- Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.



Prospective Residency of the New Superintendent

The Diocesan Chancery is located in Charleston, and the Superintendent will need to regularly interact with religious and administrative leaders who are based there. However, while respecting the extensive travel requirements of this position, the successful candidate might prefer to live in a more central location. Regardless of where one might call home, the Superintendent will have a realistic travel budget, as well as access to shared diocesan housing opportunities in both Columbia and Charleston, making this dynamic more manageable.



Application Procedure

- To apply, please submit the following four documents, confidentially, and as separate PDF attachments.
 - ✓ Cover letter that aligns your experiences and skill sets with the current needs of the school as you understand them.
 - ✓ Statement of Catholic educational leadership philosophy.
 - ✓ Current resume with all appropriate dates included.
 - ✓ List of five references with names, phone numbers and email addresses. No references will be contacted without your knowledge and approval.

Please include Diocese of Charleston in the subject field.



Assemble the above in one email to:

Michael Furey, Partner

mikefurey@partnersinmission.com

Partners in Mission School Leadership Search Solutions, LLC

124 Sycamore Drive Westwood, MA 02090

www.partnersinmissionslss.com



Partners in Mission School Leadership Search Solutions

Partners in Mission School Leadership Search Solutions is the retained search division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. As partners among ourselves and with our clients' missions, we value, understand, and embrace the importance of Catholic education in our personal and professional lives — and remain committed to ensuring its strength and vitality for years to come. Engaged by religious and school communities, boards and dioceses, our team of dedicated search consultants have identified and secured mission-driven professionals to serve in a myriad of diverse Catholic school and diocesan leadership positions from Massachusetts to Hawaii.

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