ROMAN CATHOLIC DIOCESE OF ORANGE

ORANGE, CALIFORNIA

SUPERINTENDENT OF SCHOOLS

POSITION START DATE: JULY 1, 2018

rcbo.org
**Overview**

The Roman Catholic Diocese of Orange, serving 62 parishes and 41 schools in Orange County, California, seeks an exceptional leader to serve as Superintendent of Schools effective July 1, 2018. The Superintendent is the educational leader for the Diocese, 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.

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

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.

**Mission**

We are Catholics united in Christ in the communion of Faith here in Orange, seeking to spread the Gospel and to follow the Gospel’s call to live out our faith and share our lives in mission and service to others.

**Vision**

Our vision is to establish and support dynamic, vibrant parishes and schools which welcome all to live the Gospel with faith, joy, charity, and unity. Our Diocese encourages each person to have an active life of faith that is integrated and woven into the fabric of their daily lives through the community and sacramental life of the Church.

The role of the Office of Catholic schools is to embrace the Diocesan vision as we serve, motivate, challenge, and lead our Catholic Schools to be strong in Catholic identity – spreading the message of the Gospel, while developing the student’s academic, social, physical, and spiritual depth within our preschools, elementary, and secondary institutions.

**The Diocese**

The Diocese of Orange was created in 1976 as an outgrowth from the Archdiocese of Los Angeles. It was a small organization at the time supporting approximately 40 parishes and 500,000 Catholics in a rapidly growing Orange County.

The county growth has exploded over the past 40 years and today the Diocese is the tenth largest Roman Catholic Diocese in the country. Its 41 schools include: two co-ed high schools, a girl’s high school, 31 parish elementary schools, and seven additional independent Catholic schools, in a community of 1.5 million Catholics. A combined 18,000 students are educated by approximately 800 faculty members. Orange County, like the Diocese, has seen its evolution from a suburban community to a much more urban environment. This transformation impacts the nature
of parish life and schools in profound ways.

The community demographics have changed along with this growth. Large immigrant populations from Latin America and Asia have migrated to Orange County. The Diocese has responded with specialized programs to serve this faith based communities. Many parishes and schools have become predominantly Hispanic and/or Vietnamese in character and the Diocese has had to respond with multicultural priests and teachers who understand and can serve these communities.

Catholic education is the lifeblood of the Church and Diocese of Orange. The Roman Catholic Bishop of Orange, himself a product of Catholic education and having personally seen the transformation which Catholic education can offer families and students in his visits to the schools, has made schools one of his top priorities.

The immigrant population, while enthusiastic and committed, has limited financial resources. Thus, this demographic shift is placing extreme pressure on current and future revenue sources for parishes and schools. Enrollment has declined in approximately 50% of the schools throughout the Diocese with an approximate 11% decline in total enrollment the past five years.

As noted above, the parishes and schools are maintaining their existing operations by managing their expenses quite tightly. The demographic shift previously mentioned has meant that few families have the means to fully support their children attending a Catholic school and pay the ensuing tuition. Labor and employee benefit costs have been highly inflationary in California due to minimum wage increases and Affordable Care Act mandates. The need to raise tuition annually to cover these escalating costs continues and is accelerating.
Catholic Schools

The Diocese of Orange Catholic Schools provide fundamental educational value from preschool through 12th grade. The focus is on strong Catholic identity in prayer and liturgy coupled with technology-rich environments that foster authentic learning. Caring and professional instructors are dedicated to the growth of the whole child and foster individualized approaches to education.

The Department of Catholic Schools of the Diocese of Orange serves the mission of building the church of tomorrow by supporting schools that provide students with the best Catholic faith formation and the skills and knowledge to live lives of goodness, service, and success. The department works to help these schools grow and flourish and to make Catholic school available to the largest number of Catholic families possible.

Curriculum within schools is designed to be holistic in content and approach. Schools follow standards approved by the Department of Catholic Schools. These are driven by the diocesan mission of education. Individual schools provide their own detail in meeting these standards consistent to the needs of their students. For this reason, curriculum resources are varied from one school to another. With the advent of one-to-one technology in all schools, a blended learning and differentiated instructional model is utilized which has proven to be highly successful as well as engaging to students. Assessment is frequent and ongoing in all schools utilizing a variety of classroom tools and national assessments. The results focus primarily upon the growth of student learning as well as mastery of grade level standards.

Catholic Schools in the Diocese of Orange use the Renaissance Star Assessment to measure and assess student growth three times a year. This assessment tool is used to modify instruction in accordance with the needs of the individual student. Thanks, in part, to a rigorous curriculum
coupled with differentiated instruction, 80% of Catholic School students in the Diocese of Orange have tested above the national average for math while over 65% of students have tested above the national average in reading.

All Catholic schools within the Diocese of Orange are accredited by both the Western Catholic Education Association (WCEA) and the Western Association of Schools and Colleges.

**FAITH FORMATION**

The Diocese of Orange is dedicated to strengthening the Catholic faith within the community. Through the programming and educational opportunities provided by Faith Formation ministries, community members of all ages and in all life stages can grow in their understanding of the faith and mature as Catholic believers. The Office of Faith Formation offers in-services, education, training, and support for ministers, teachers, adults and youth, and other groups. The Catholic school network is an essential element of Faith Formation within the Diocese.

In 2012, the Diocese purchased the magnificent and iconic 35-acre Crystal Cathedral and renamed it Christ Cathedral. Renovations are underway to establish this spectacular campus as a high-profile epicenter for the Catholic Church on the West Coast for evangelical outreach. Mass is celebrated in four languages (English, Spanish, Vietnamese, and Chinese), and 10,000 people attend mass at the Cathedral campus on weekends. In addition, approximately 25,000 people from around the globe visit the campus each month.
Orange County, California

Once a sleepy southern suburb of Los Angeles, Orange County has grown into a premier residential and tourist location of Southern California. Whether it’s manicured beach towns or celebrated theme parks, all framed by oceanfront towns and luxury yachts, “The OC” stands out as one of the state’s most iconic destinations. As of the 2010 census, approximately 3.1 million people live in Orange County.

Orange County is the headquarters of many Fortune 500 companies including Ingram Micro and First American Corporation in Santa Ana, Edwards Laboratories and Broadcom in Irvine, Western Digital in Lake Forest, and Pacific Life and PIMCO in Newport Beach. Irvine is the home of numerous start-up companies and several in the Fortune 1000 category. Many Japanese and Korean regional headquarters for international businesses also reside in Orange County.

Many colleges and universities are in the county, including the University of California in Irvine which ranks among the nation’s top 50 in over 40 academic programs including the sciences, arts, and medicine. Museums also provide opportunities for those who love learning. On Main Street in Santa Ana, three museums lie within a mile of each other: Kidseum for children, Bowers Museum for cultural artifacts, and Discovery Cube OC for interactive science. The Laguna Beach artist colony is world renowned, and the Segerstrom Center for the Arts believes in the power of performing arts to transform lives and that the shared experience and exploration of the arts helps unite Orange County, creating a more culturally connected and vital community.

With no shortage of attractions and outdoor activities, the OC draws millions of tourists annually. The Disneyland Resort in Anaheim continues to be one of the best-loved theme parks in the world, while Knott’s Berry Farms and over 42 miles of beaches provide endless opportunities for recreation.
Each of the beach towns excels in different areas, such as Huntington Beach for surfing and Crystal Cove for tidepools and a historic district. Sports fans can cheer the mighty Ducks hockey team at the Honda Center and the Los Angeles Angels baseball team at Angel Stadium, both in Anaheim.

**CHALLENGES AND OPPORTUNITIES**

The Diocese is at a point of inflection where rising annual tuition costs mean these schools are not an option that average families can afford. At this point, it is not sustainable with 15 parish schools already having to be supported directly by the Diocese through a direct operational subsidy. The Diocese has launched a “School Endowment” campaign creating enhanced capacity from the Catholic community to support the schools. There is also a sense of excitement within the Catholic community of Orange that now is the time take schools to the next level and create sustainable business models to ensure their future. Teams of volunteer leaders have come together over the past couple of years to lend their expertise. In June 2017, a high-level Strategy Task Force issued its “Report and Recommendations,” providing a promising blue print for change and transformation, focusing on four critical areas:

1. Improved Governance
2. Stewardship and Financial Sustainability of the Diocese
3. Evangelization
4. Faith Formation

The Diocese works with the Alliance of Catholic Education (ACE) at University of Notre Dame in the placement of ACE teachers within its schools. The “Marian Alliance” was established in 2012 to create an exciting new collaborative model in Catholic elementary education within inner city
schools. Five parish-based schools have joined forces to leverage resources and best practices while raising the profile and quality of Catholic education in their schools. This is a promising model which will require the attention and support of the next Superintendent.

This position will require a bold, transformational leader with great vision, business acumen, and academic credentials to create sustainable educational institutions across the Diocese. This is an outstanding opportunity for an entrepreneurial, faith-filled leader looking to make a difference for children, families, and the Greater Orange County community.

**Basic Functions**

This position reports directly to The Most Reverend Kevin W. Vann JCD, DD, Bishop of Orange, and supervises a complement of Diocesan educational support staff in the administration of the Catholic schools within the Diocese.

The Superintendent of Schools will be a visionary leader able to work with multifaceted constituents of the Diocese. As the senior leader of Catholic education within the Diocese, the Superintendent is chartered to maximize the potential of the Diocese’s Catholic school system, assuring the potential of each student is achieved in a faith-filled environment of learning and discipleship.

Critical thinking is a must, with a proven track record of achievement in taking on challenging assignments with a high impact for results and success. Collaboration is critical to the incumbent’s success, as authority must be earned. Embracement of diversity is a must, coupled with a deep faith that is exemplified through personal behavior and conduct is essential.
ESSENTIAL DUTIES

- As representative of the Roman Catholic Bishop of Orange, provides support and direction to all Catholic schools in the areas of faith formation, quality and innovative educational programs, effective staffing practices, and teacher/staff development.
- Supervises/collaborates with Elementary Principals and High School Presidents in collaboration with the Pastors, on the delivery of top tier educational performance and results.
- Responsible for financial strategy, budgeting, and operating effectiveness, in compliance with applicable civil and Canon laws and local school planning.
- Achieves long-term sustainability and stability for all schools, through the adoption of effective governance models and implementation of sound financial policies, based on realistic budgets and transparent planning.
- Works with Members of the Ordinary, Office of Catholic Schools (OCS) staff, Episcopal Vicars, pastors, and ministry personnel in the carrying out the vision of the Diocese.
- Creates comprehensive leadership/management development programs for Principals and Administrators.
- Directly supervises the positions of Associate Superintendent(s), Diocesan school personnel, and High School Presidents assuring that procedures and processes are developed, implemented, and maintained which fortify and promote Catholic identity.
- Assures through a visible public presence and strong leadership of a strategic planning process, the effective operation and viability of Diocesan Catholic Schools.
- Cultivates relationships with the Orange Catholic Foundation and major donors of the Diocese in support of the Diocesan Catholic school system.
- Works in close collaboration with ministry leadership to coordinate and develop programs and events for best practices in support of the enhancement of the religion curriculum in Catholic Schools.
• Works closely with the School Advisory Board, Priest Executive Council, and as a member of the Diocesan Leadership Council, and assures the identification and ongoing development of strong Catholic school leadership which includes ongoing training, formation, and evaluation of current principals and the identification and preparation of strong principals.
• Evangelizes, in concert with the Diocesan ministerial functions, by raising public awareness of the role and accomplishments of Catholic Schools as an important contributor to society and community.
• Improve Diocesan school brand and outreach as measured by an increase in student enrollment, with specific focus on early education programs, technological innovation, student retention, support of diverse populations, and diversity recruitment.
• As a representative of the Bishop, exemplifies his or her faith and is a true disciple of Christ and assures the Diocese Catholic identity is fully maximized.
• Working with school leadership, implements Diocesan curriculum representative of core values and cultural diversity.
• Responsible for policy development and school achievement standards assuring effective implementation.
• Provides support to each site in assuring school accreditation standards are maintained.
• Other duties as may be assigned.

QUALIFICATIONS
• A Master’s Degree in Education or related field (Doctorate is preferred)
• Knowledge of the Catholic Church at the parish, diocesan, and national level; previous experience as a credentialed teacher and principal (Catholic school is mandatory)
• Creative problem-solver
• Experience in transformational change management and school improvement
• Experience in developing and implementing all aspects of school budgets
• Educational technology literacy
• Proven track record of creating curriculum programs of excellence
• Self-starter, motivator, flexible; ability to develop a network of professional contacts; professional demeanor; respects and understands the need for confidentiality and ethical behavior and abides by those principles
• Excellent analytical and marketing skills
• Ability to make effective and persuasive presentations on controversial or complex topics to Church groups, community groups, and/or advisory boards. Must be able to deal with conflict in an open and direct manner
• Ability to attract, select, and place qualified personnel
• Demonstrated success working in a multicultural environment. Bilingual (English/Spanish or English /Vietnamese) and bicultural strongly desired
• An active member of a parish/faith community in good standing with the Catholic Church, and models his or her faith on a daily basis, with a keen sense of hope and confidence in the future of our schools and the presence of God daily in the lives of our students
• Knowledge of the Catholic Church at the parish, diocesan, and national levels
To Apply

Interested and qualified candidates should submit electronically as separate documents (preferably as PDFs) the following materials:

- Formal cover letter expressing interest in the position and aligning your skills and experiences with the leadership needs of the diocese;
- Current résumé with all appropriate dates;
- Brief statement of educational or leadership philosophy and practice;
- List of at least five references with name, title, phone number and email address of each (References will not be contacted until a serious mutual interest is established, and not without the candidate’s permission).

Please forward these materials to:

Bob Regan
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