



President

SEARCH PROSPECTUS



# ERIE CATHOLIC SCHOOL SYSTEM

ERIE, PA

[www.eriecatholic.org](http://www.eriecatholic.org)

START DATE – SUMMER 2022

Partners in Mission School Leadership Search Solutions, LLC



## THE DIOCESE AT A GLANCE

The Roman Catholic Diocese of Erie, Pennsylvania is composed of the thirteen counties in the northwestern part of the state with a Catholic population of about 195,000. Geographically, the Diocese of Erie is the largest in the state covering 10,167 square miles. Much of the diocese is rural with one large city, Erie, and several medium-sized metropolitan areas. The Erie Catholic School System is located in Erie and Millcreek.

The Diocese of Erie has been led by Bishop Lawrence T. Persico, JCL, since October of 2012. In addition to shepherding the diocese through a comprehensive pastoral plan involving schools, parishes and faith formation, Bishop Persico has made it his priority to be with the people in the diocese whenever possible, visiting parishes, schools, and other organizations for a variety of liturgical and non-liturgical events.

The diocese is served by 104 active diocesan priests, as well as some priests from other dioceses or religious communities, 36 retired diocesan priests, and 74 diocesan permanent deacons. There are approximately 213 women religious living in the diocese. The diocese is educating 5,245 students in elementary, middle, and high schools for the 2020-2021 school year. The diocese's religious education programs involve 6,901 elementary and secondary children and youth, including confirmation students.



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## THE ERIE CATHOLIC SCHOOL SYSTEM

The Diocese of Erie launched the Erie Catholic School System in July 2017 as part of Building in Truth and Love, the comprehensive plan for diocesan schools. It includes six Preschool through Grade 8 Catholic schools located in the City of Erie and Millcreek, all of which have provided excellent Catholic education to Erie families for decades.

- Blessed Sacrament
- Our Lady of Peace
- Saint George
- Saint James
- Saint Jude (formerly Our Lady's Christian)
- Saint Luke

Erie Catholic schools are communities where educators and families nurture and shape children in the Catholic faith. The students grow spiritually and intellectually amid a welcoming culture of respect, inclusiveness and shared values rooted in the teachings of Christ.

Across Erie Catholic's six campuses, educators implement consistent curriculum at or above state standards, with an emphasis on increased expectations and measurable outcomes. The schools customize learning to suit individual student needs, using proven Instructional practices that are student-centered, inquiry-based and hands-on.

No longer operating as independent, parish-based schools but as a unified system, Erie Catholic provides consistent leadership, expertise, resources and accountability that strengthens all schools while enabling each to retain its unique community and traditions.

## THE POSITION

The Erie Catholic School System is led by a President who reports to a Board of Directors. The Board is responsible for overseeing the Catholic identity, educational quality, and operational vitality of the system of schools. The Board approves the budget and helps to identify strategies for long-term sustainability and growth.

The President works with a team of system-level administrators including Vice President of Enrollment Management, Director of Finance, Director of Human Resources, and Director of Technology. The Vice President is currently serving as Interim President.

### FAST FACTS



# 2,025

enrolled students in the system



# 81%

of students are Catholic



## OPPORTUNITIES AND CHALLENGES

The next President will be charged with embolding the vision of the Erie Catholic School System with an identity and charism that will be attractive for those seeking a strong Catholic elementary and middle school experience. The Board retained an outside consultant to provide a system-wide self-assessment and related recommendations to strengthen the schools as a whole. The incoming President will have a roadmap to tackle specific goals such as improving early career teacher retention, creating a compelling experience for middle school students in the system, and developing mechanisms to make the schools more accessible to more families.



## DUTIES AND RESPONSIBILITIES

### *Leadership*

- Articulates and promotes the mission and Catholic identity of the school system
- Works with the Board of Directors and its committees in ongoing assessment and development of the mission of the school system
- Serves as the chief representative of the school system in dealings with the educational, civic, and diocesan communities



### *Strategy and Planning*

- Participates in the cultivation of major donors and solicitation of major gifts for the school system with a goal of generating \$1 million annually
- Develops and leads a comprehensive plan and program to market the school system for image, enrollment, and resources





### ***Collaboration with Stakeholders***

- Ensures that students, parents, faculty, staff, alumni/ae, and benefactors are aware of and involved in the faith life of the school system
- Maintains a collaborative relationship with the Board of Directors to ensure effective board functioning and operations
- Provides overall leadership for responsible stewardship and appropriate reporting of school system metrics to the Board of Members, Board of Directors, government agencies, and the school system's constituents

### ***Budgeting and Fiscal Oversight***

- Involves the principals and building administrators in the annual budget development process
- Ensures compliance with the Board, school system, government, and diocesan policy concerning financial stewardship
- Acts as the chief steward of the school system's fiscal resources with the goal of projecting reasonable budget forecasts and balanced budgets

## **FAST FACTS**



**\$360k+**

annually in diocesan  
tuition assistance



**196**

full-time professional staff





## QUALITIES AND CHARACTERISTICS

- Exhibits strong and sustained commitment to the mission of the Erie Catholic School System
- Displays a strong commitment to the Catholic identity and academic excellence of the Catholic schools
- Demonstrates prudence to make sound decisions and thrive in a collegial environment
- Shows superb ability to communicate effectively, both in spoken and written form
- Demonstrates strong strategic and analytical skills with sound judgment in delicate and complex problem-solving
- Is diplomatic when dealing with all constituents
- Works as an effective team member, successfully balancing team and individual responsibilities
- Holds a Master's degree in education, educational administration, business, or related field of study
- Has a minimum of 10 years of management experience
- Is a practicing Catholic in good standing with the Church



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## 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 system as you understand them
  - » Statement of Catholic educational philosophy
  - » Current resume with all appropriate dates included
  - » List of five references to include names, relationships, phone numbers, and email addresses (No references will be contacted without your knowledge and approval.)
- Please include “Erie Catholic School System” in the subject field.



***Assemble all of the application materials in one email to:***

Kyle M. Pietrantonio, Partner  
kpietrantonio@partnersinmission.com  
Partners in Mission School Leadership Search Solutions, LLC  
124 Sycamore Drive | Westwood, MA 02090  
202-390-0230 (Office)  
[www.partnersinmissionslss.com](http://www.partnersinmissionslss.com)





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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Partners in Mission School Leadership Search Solutions  
124 Sycamore Drive, Westwood, MA 02090