



Assistant Superintendent of Accreditation and Strategic Planning

SEARCH PROSPECTUS



DIOCESE OF CHARLESTON

CHARLESTON, SOUTH CAROLINA

www.charlestdiocese.org

START DATE – JULY 2022

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.

At the time of writing, the diocese is currently led by the Most Rev. Robert Guglielmone, who served as the thirteenth Bishop of Charleston until his retirement. On February 22, 2022, Pope Francis appointed Father Jacques Fabre as the new bishop effective upon his Mass of Ordination and Installation scheduled for May 13th.

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.

FAST FACTS



28

Parish elementary schools



4

Diocesan secondary schools



\$4.7M

Diocesan financial assistance
provided students

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 Moore 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.

THE POSITION

The primary focus for the Assistant Superintendent of Accreditation and Strategic Planning will be the continual pursuit of excellence. The Assistant Superintendent is responsible for the oversight of accreditation and strategic planning for the Diocese and supporting each school with the creation and implementation of local strategic plans. As an effective and dynamic communicator, he/she 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.

She/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.



FAST FACTS



~900

Diocesan faculty and staff



22%

Increase in state-wide Catholic population in recent years



7,000+

Enrollment at elementary and secondary schools



The Assistant Superintendent is also responsible for the implementation of PK-12 curriculum, instruction, assessment, and professional development to maintain systemic consistency of curriculum and instruction. The Assistant Superintendent will create professional opportunities for leadership development in an effort to enhance the growth of administrators in the area of academics and Catholic identity. In addition, he/she coordinates Diocesan new teacher induction and mentoring programs.

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 Assistant 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.

FAST FACTS



\$500k

Catholic Schools Office
operating budget



77%

Students of the Catholic faith



\$60M

Diocesan capital campaign
nearing completion

As this campaign concludes, financial resources will now be available to help transform Catholic education throughout the state. A 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.

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

QUALITIES AND CHARACTERISTICS

The Assistant Superintendent of Accreditation and Strategic Planning will be a practicing Catholic who embraces Catholic education, understanding the philosophy, practices, and traditions embodied by the faith. Candidates should be agents for change with strategic vision and demonstrated experience leading and transforming organizations. The following skills, qualifications and experiences are desired:

- Master's degree in Education; Doctorate degree preferred. Previous teaching experience and progressively responsible experience in curriculum and standards
- Knowledge of the philosophies, principles, and practices in curriculum standards/guidelines; current literature, trends, and developments in the fields of curriculum, instruction, assessment, and professional development



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- Knowledge of qualitative and quantitative research methodologies, professional development standards, and program implementation processes
 - Thorough knowledge of curriculum design and implementation for diverse populations and models of curriculum integration/differentiation for all subjects
 - Accomplished visionary with demonstrated success in addressing immediate needs and long-term goals
 - Positive, energetic, accessible, and approachable style with a willingness to relate with all constituents and stakeholders
 - Ability to develop and execute long term goals and objectives; make administrative decisions in accordance with applicable laws, accreditation requirements, regulations and diocesan policies and procedures; organize workflow and coordinate activities; make oral presentations before large or small audiences; research data and to compile narratives or reports from information gathered
 - Ability to exercise considerable tact and courtesy in frequent contact with the public, establish, and maintain effective and collaborative working relationships as necessitated by work responsibilities
 - Excellent planning and organizational skills. Excellent presentation skills
 - Inspirational, humble, and authentic mentor who instills leadership in others.
 - Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.





APPLICATION PROCEDURE

- To apply, please submit the following four documents, confidentially, and as separate PDF attachments.
 - » Cover letter that aligns your experiences and skillsets with the current needs of the school as you understand them.
 - » Statement of Catholic educational philosophy.
 - » Current resume with all appropriate dates included.
 - » List of five references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.
- Please include Diocese of Charleston in the subject field.



Assemble all of the application materials in one email to:

Michael Furey, Partner
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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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