Archdiocese of Los Angeles

Los Angeles, CA
Superintendent of Schools
Start Date: By September 2019
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OVERVIEW

As the largest Catholic diocese in the United States, the Archdiocese of Los Angeles supports more than 260 Catholic schools and nearly 80,000 students in Los Angeles, Santa Barbara, and Ventura counties. It is also the third largest system of schools in the state of California. The Most Reverend José H. Gomez, Archbishop of Los Angeles, is calling for a new Superintendent to be in place no later than September 2019 to serve and lead this outstanding community of faith and learning.

This is a rare and exceptional opportunity for a dynamic and visionary leader with passion for mission and a genuine desire to play a national leadership role in Catholic education while directly impacting the lives of children, families, and institutions throughout the Greater Los Angeles region.

To qualify, candidates will need to be practicing Catholics and accomplished servant leaders with significant executive experience. The Archdiocese welcomes candidates from other Catholic, charter, or independent schools and dioceses, as well as accomplished executives from various mission-critical career venues such as higher education; non-profit foundations, associations, charities and the like; or the corporate, civic, and professional services arenas. This is one of the finest Catholic school leadership opportunities in the country, and we welcome inquiries from high performing leaders who share a passion for Catholic education.
"Thank you for your interest in serving as Superintendent of our Catholic Schools.

What strikes me always about Los Angeles is the beautiful diversity of faith. You see here how the seeds of the Gospel have been sown in every culture. Every day we carry out our ministries in roughly 40 different languages.

Catholic schools are essential to my vision for L.A. Our mission in education is to change hearts and minds, and through the lives we change, to change the world and grow God’s kingdom.

This vision is personal for me. My parents used to tell my sisters and I that the best gift they could give us was the gift of a Catholic education. I thank God every day for their gift.

Every year for the last 10 years, we have been baptizing about 50,000 infants in Los Angeles. That tells you how fast we are growing. It also tells you the opportunity and responsibility we have.

My dream is to make a Catholic education possible for every one of these young souls. So, we are working to grow enrollments and find new ways to help more children be able to attend. It is a beautiful mission that we have.

Thank you again for your interest. I am praying for all the candidates for this vital position, and I ask you to please pray for me.”

Most Reverend José H. Gomez
Archbishop of Los Angeles

**History of the Archdiocese**

Following the establishment of the Spanish missions in California, the diocese of the Two Californias was established on 1840, when the Los Angeles region was still part of Mexico. In 1848, the Mexican California was ceded to the United States, and the U.S. portion of the diocese was renamed the Diocese of Monterey. The Diocese was renamed the Diocese of Monterey-Los Angeles in 1859, and the episcopal see was moved to Los Angeles upon the completion of the Cathedral of Saint Vibiana in 1876. Los Angeles split from Monterey to become the Diocese of Los Angeles-San Diego in 1922. The Diocese was split again in 1936 to create the Diocese of San Diego, and the Los Angeles see was elevated to an Archdiocese. The Archdiocese’s present territory was established in 1976, when Orange County was split off to establish the Diocese of Orange.
THE ARCHDIOCESE

As the largest archdiocese of the Roman Catholic Church in the United States, the Archdiocese of Los Angeles engages members through its parish communities, schools, institutions, ministries, and organizations. It comprises three counties in the southern part of the State of California: Los Angeles, Ventura, and Santa Barbara. The area extends from the northern county line of Santa Barbara County, near the city of Santa Maria, to the southern county line of Los Angeles County, and covers 8,762 square miles of territory.

Headquartered in Los Angeles, the Archdiocese comprises 287 parishes in 120 cities, 11 Catholic Cemeteries, and several support offices including the Archdiocesan Catholic Center. There are also seven missions and chapels and nine Eastern Catholic churches. Ethnic services in a very culturally mixed environment are offered to 72 different groups. These services include clergy, liturgy, social services, publications, counseling, and cultural affairs.

In all, there are a total of 213 Catholic elementary schools and 51 Catholic high schools with about 80,000 students enrolled. Together they comprise one of the three largest school systems in California in either the public or private sector.

Standing in the midst of downtown Los Angeles, the Cathedral of Our Lady of the Angels serves the total Archdiocese of over five million Catholics. As the heart of all 287 Parish Churches and communities, it is the place where the Archbishop celebrates the major Liturgies of the year with clergy, religious, and laity. In design, art, and furnishings, the Cathedral is rich in cultural diversity in a city in which Sunday Mass is celebrated in 42 different languages. In these first 16 years, the Cathedral has welcomed countless pilgrims and visitors.
THE SCHOOLS

Catholic schools exist to proclaim the Gospel message, to build community, and to educate. All the people in the school — administrators, teachers, clergy, parents, and students — share a common life of prayer, mutual responsibility, and freedom. Life in a Catholic school is shaped by the values of the Gospel — peace, justice, community, love, patience, reconciliation, and respect. These schools outperform others because they set their sights higher. Their excellence gives greater glory to God. And so, Catholic schools in the Archdiocese work to make every tuition dollar the best possible investment for the future of the community and the life of each child.

Christian values are a hallmark of Catholic schools. This fact is recognized even by non-Catholic parents. Catholic schools infuse faith into every part of the school day, not just in religion class but also in literature, history, math, discipline, and extracurriculars. In a Catholic school, you will find accepting teachers and administrators, pervasive kindness among learning communities, and good moral teachings being modeled each day by leaders and educators. Catholic school teachers are considered witnesses to the faith. All teachers and staff in Catholic schools are models of Christian living.

Students in Catholic schools also score consistently higher on standardized tests and other measures of academic achievement. The schools strive for excellence because their ultimate goal is the glory of God: God is glorified in human lives that are fully realized.

Early Childhood Education
Catholic preschools in the Archdiocese serve children younger than kindergarten age. In recent years, more people have come to see the tremendous value of this level of education and the number of preschools — and their enrollment — is growing every year.
The Archdiocese preschools are different because they put the focus on faith formation. They encourage young children to know, love, and serve God — through worship and through kindness and respect for others. All areas of a child’s development — cognitive, linguistic, social, physical, creativity — are addressed primarily through play. Most preschools have full-day programs, five days a week. A few offer half-day programs. Several offer daycare before and after the school day is in session. Most are on the same campus as one of the elementary schools, though some are free-standing and run by parishes without a K-8 program. Some are operated by religious sisters. In all instances, children leave preschool prepared for kindergarten.

**Elementary School**

The curriculum in elementary schools is based on established state and national standards in every academic area. Principals and teachers stay current through diocesan-provided professional development and continuing-education and in-service programs. Each course of studies is designed to make the most of all available resources. Some elementary schools are part of specialized cohorts including Dual Language Immersion Network and STEM Network, as well as specialized initiatives in inclusion, blended learning, and multi-age education.

A Catholic education is one that is celebrated as providing unique and special advantages to children by developing faith, academic excellence, service, and community. Catholic identity and emphasis on faith formation allows children to realize their God-given gifts and potential to better themselves and to better those around them. Schools reflect a strong sense of family and community and provide the safe, caring, and nurturing elementary environment that is necessary to allow children in today’s world to develop and grow. Every Catholic elementary school in the Archdiocese is accredited by the Western Catholic Education Association (WCEA) and Western Association of Schools and Colleges (WASC).
High School

Students in Archdiocese of Los Angeles high schools are challenged to think critically, creatively, and faithfully. Faculty encourage independent thinking and deep respect for self and others. Students gain confidence through a strong curriculum that includes many Advanced Placement courses in science, math, English, foreign languages, and other subjects.

And the program works. Academics is a reason many parents choose Catholic schools because most of the Archdiocese’s high schools have a 98%-100% graduation and college attendance rate while several local public school districts have only a 50% or less graduation rate. Students also score consistently higher on standardized tests.

Every Catholic high school in the Archdiocese meets rigorous college-preparatory standards and is accredited by the Western Catholic Educational Association (WCEA) and the Western Association of Schools and Colleges (WASC). Almost all students complete the courses required by California state colleges and universities.

Los Angeles, California

Diverse, vibrant, and laid-back, Los Angeles is one of the great cities of the world, offering robust opportunities in business, entertainment, culture, media, fashion, science, sports, technology, education, medicine, and research and has been ranked sixth in the Global Cities Index. Known as the “Creative Capital of the World,” LA is well-defined by its ever-growing capital of creativity and innovation.
Dry and sunny, LA is warm year-round, and outdoor enthusiasts enjoy easy access to the beaches of Malibu and Santa Monica and abundant recreational opportunities in the Pacific Ocean and in the surrounding mountains. Cultural attractions dot the city, including over 800 museums and art galleries. Sports lovers cheer on several professional athletic teams, including the Dodgers, Lakers, Clippers, Rams, Kings, and Galaxy.

Education is a top priority for residents, and the city features numerous public and private universities, including the University of Southern California, UCLA, the American Film Institute Conservatory, Occidental College, Pepperdine University, and California State University, among many others.

**Opportunities and Challenges**

This is a time of immense promise for the Archdiocese. In recent years a number of exciting strategic initiatives have been launched that are gaining traction including the Dual Language Network, innovative STEM programs, the evolution to the President/Principal Leadership Model in its secondary schools, leadership development for new principals and pastors, and effective marketing and enrollment management practices across the system of schools. The next Superintendent will have an opportunity to build on this momentum and develop a bold new vision and strategic plan for Catholic schools that will affirm and enrich these initiatives and provide long-term coherence and funding support.

Overall, the next Superintendent will be expected to develop innovative strategies around academic achievement, governance, and leadership formation to produce measurable results, and to publish and promote those results widely.
In particular, candidates should be mindful of the following opportunities and challenges that will need to be addressed in the Archdiocese of Los Angeles:

- Identify sustainable financial models and governance structures to ensure the long-term viability of Archdiocesan schools.
- Structure and inspire a high-performing team to effectively and efficiently deliver value to the school leaders it serves. Work with other senior leaders within the Archdiocese to achieve operational synergies and leverage resources to produce extraordinary results for schools.
- Through credible and highly visible leadership, raise the profile, mission, and powerful value proposition of Archdiocesan schools among educators, donors, and civic/government leaders on a local, state, and national level—including strongly advocating for school choice alternatives.
- Build upon the successful Dual Language Immersion Network and promising STEM Network and take these successful innovation strategies to scale.
- Continue the important migration to the President/Principal Leadership Model in secondary schools and assist in recruiting and developing outstanding leaders for these vital roles.
- Assist in the initiation of a new Catholic Education Council comprised of prominent leaders committed to the success of Catholic schools.

**Desired Qualities and Qualifications**

This is an exceptional opportunity for a highly accomplished, visionary leader with passion for mission and a desire to play a major national role in Catholic education. To qualify, you will need to be a practicing Catholic and accomplished servant leader with significant executive experience and unquestioned integrity. As mentioned earlier in this piece, the Archdiocese welcomes candidates from other Catholic, charter, or independent schools and dioceses as well as accomplished executives from...
other mission-critical career venues such as higher education; non-profit foundations, associations, charities and the like; or the corporate, civic, and professional services arenas.

While deep domain knowledge of education and school operations is preferred, other qualities and experiences are also valued, especially visionary, entrepreneurial leadership and the ability to inspire, lead a high performing team, and assist schools in creating demand for the extraordinary gifts of a Catholic education.

The following qualities and qualifications are also highly desired in the next Superintendent:

• A high-profile leader with exceptional communications skills and executive presence.
• A deeply relational leader who will connect joyfully and meaningfully with all key constituents in driving change and increasing performance across the network of schools.
• A personal history reflecting a strong interest in education and an awareness of the current landscape for Catholic schools nationwide.
• A distinctly servant leadership style that will embrace and promote Catholic values while modeling those values in your daily practice.
• Evidence of entrepreneurial leadership and transformational change, preferably in a complex operating environment.
• Strong business and financial management knowledge and discipline.
• To serve as a credible advocate for schools and faculty, appropriate education credentials will be expected including a graduate degree.

This is one of the finest Catholic school leadership opportunities in the country, and confidential inquiries and nominations are welcomed.

To meet the Archdiocese’s desire for a start date no later than September 2019, all applications should be submitted by May 31, 2019.
TO APPLY

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

• A thoughtful, targeted cover letter expressing your interest in this particular position;
• A current résumé;
• A brief statement of educational or leadership philosophy and practice;
• A list of five professional references with name, 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 send your application to:

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