



**ARCHDIOCESE
of PHILADELPHIA
SCHOOLS**

AMERICA'S FIRST CATHOLIC SCHOOLS

ELEMENTARY PRINCIPALS MEETING

October 2015

Andrew D'Angelo, Nick Regina



“The very essence of leadership is that you have to have vision. You can't blow an uncertain trumpet.”

Fr. Theodore M. Hesburgh

The Call for Leadership

National Congress for Catholic Schools for the 21st Century

“Effective Catholic school governance requires the preparation, empowerment and collaboration of the community which it serves.”



“Governance with the full participation of the laity is the key to the future of Catholic schools.”

Background

Why



Affirm and advance mission

Provide leadership

Provide new perspective

Needs many; resources few

Broaden support base

Transparency/accountability

Advisory

- Makes recommendations
- Provides Prospective
- Encourages engagement
- No official authority

Limited Jurisdiction

- Decision making body
- Action bias
- More ownership, greater engagement
- Jurisdiction governed by operating principles
- Sustainability areas

Are Mission driven

Think and act strategically

Take ownership of what's under their jurisdiction

Establish goals; focus on results/outcomes

Decisions based on knowledge/expertise

Represent constituency and community

Understand school's mission

Have clearly defined roles and responsibilities

Meet regularly and productively

Have strong committees

Have a strong advancement focus

Train members and assess performance

11-21 voting members

**No more than 20%
current parents**

**Board
Structure**

**Principal ex-officio
non-voting member**

**Pastor ex-officio
voting member**

Parish School

Pastor is an ex-officio voting member

Regional School (Option 1)

Annually, participating pastors select one of their members as an ex-officio voting member

Board
Membership
Pastor

Regional School (Option 3)

All participating pastors are ex-officio, voting members

Regional School (Option 2)

Annually, participating pastors select one of their members as an ex-officio voting member; remaining pastors are ex-officio, non-voting members

**Advancement and
Strategic Planning**

Financial Oversight

Board Duties

**Board Development and
Evaluation**

**Principal Selection and
Evaluation**

**Review of
administrative decisions**

**Personnel issues that
concern students, faculty
or staff members**



School curriculum

Hiring or firing

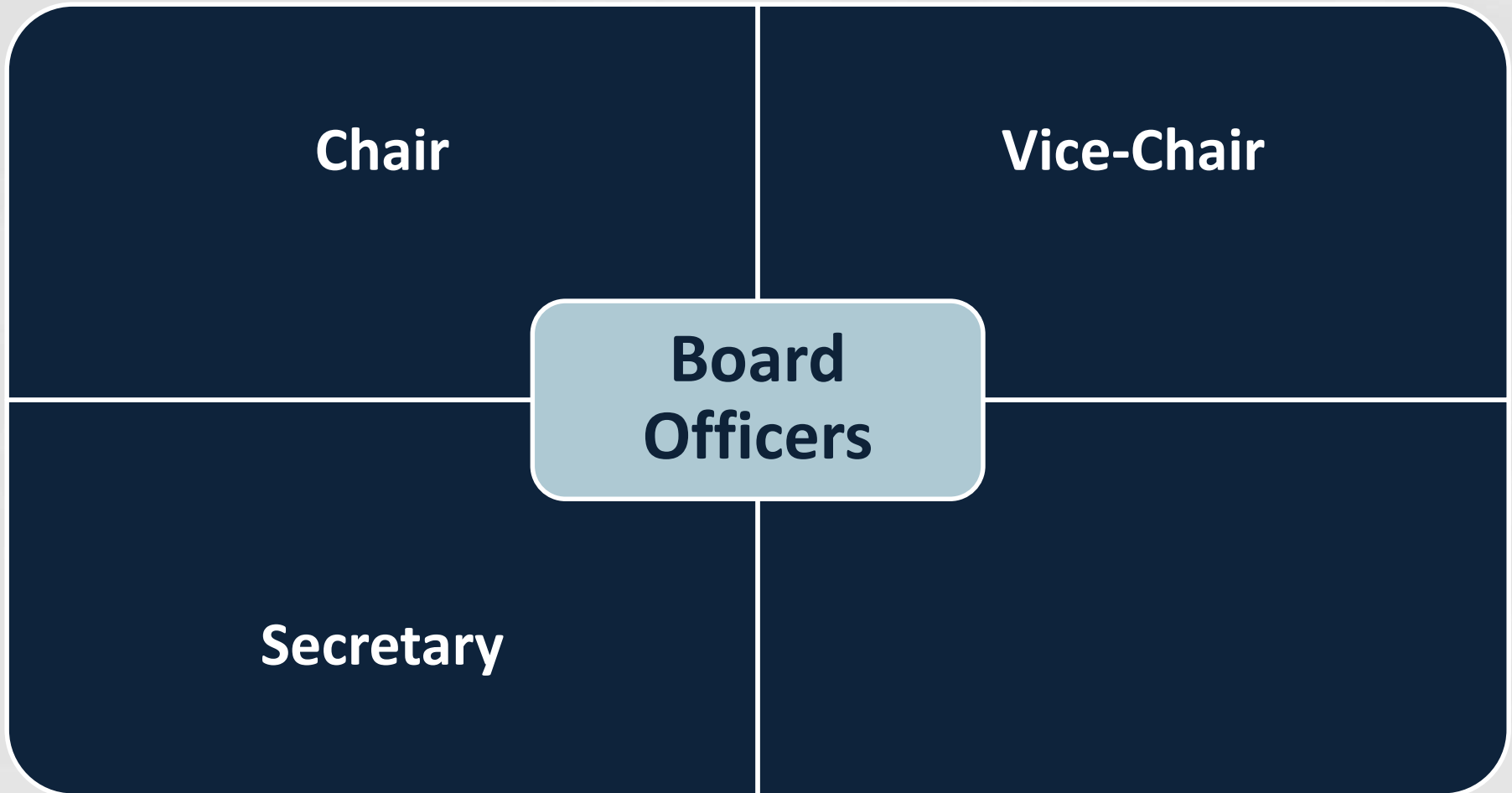
Give witness to Catholic teachings and moral values

Maintain regular attendance

Membership Criteria

Paid employees of school or parish not eligible for board membership

Understand operating principles





Archbishop

Ownership

- Owns property
- Catholic identity
- Indebtedness/borrow
- Operating Principal (OP) changes
- Confirmation – board members, principal

(*Includes reserved powers for the Bishop)

Pastor

Board of Limited
Jurisdiction

OCE

Governance

- Roles and responsibilities as defined by OP
 - School budget
 - School strategic plan
 - Fundraising planning and participation
 - Support of principal and pastor

Principal

Administration

- Principal is chief administrator
- Implements policies and planning goals
- Oversees personnel
- Oversees curriculum

School

The Board/Principal Partnership

Above diagonal = allocation of board's time. Below diagonal = allocation of principal's time.

<p>Governance and Oversight Strategic Plan Mission Affirmation Policy Formulation</p>	<p>Board's Decisions</p> <p>Principal's Advice</p>
<p>Partnering Budget/Finance Authorizations Enrollment Management Fundraising</p>	<p>Shared Decisions: Board and Principal</p>
<p>Implementing Program Systems Hiring Admissions</p>	<p>Board's Advice</p> <p>Principal's Decisions</p>

**Principal, Advancement
Director, Business
Manager Meeting**

**School Visits to
Determine Readiness**

Next Steps

Board Orientation

**Board Member
Identification and
Selection**