



— ARCHDIOCESE OF —  
CINCINNATI

# Superintendent

## OF CATHOLIC SCHOOLS

PROSPECTUS



*“First and foremost, every Catholic educational institution  
is a place to encounter the living God who, in Jesus Christ,  
reveals his transforming love and truth.”*

— POPE BENEDICT XVI





The Archdiocese of Cincinnati seeks a Superintendent of Schools to be a champion of faithful, integral Catholic formation and education that flows from the heart of the Church's mission and charter for Catholic schools for its nearly 40,000 students in 110 primary and secondary schools, committed to evolving these schools into communities of evangelization for the students and their families. The projected start date for this position is July 1, 2024.

## TO APPLY

Interested individuals should send a letter of interest, resume/curriculum vitae and completed application for employment (downloadable at <https://catholicaoc.org/application>) to [humanresources@catholicaoc.org](mailto:humanresources@catholicaoc.org) or by mail to Human Resources, Archdiocese of Cincinnati, 100 E. Eighth Street, Cincinnati, OH 45202.

This position will remain open until filled.

## BACKGROUND

The Archdiocese of Cincinnati is the eighth-oldest Catholic diocese in the United States. It was established in 1821 when Pope Pius VII decided to divide the Diocese of Bardstown to better serve the growing population of Catholic settlers, immigrants and Native Americans. Dominican priest Rev. Edward D. Fenwick, O.P. was named the first bishop of the newly-created Diocese of Cincinnati, which originally encompassed Ohio, Michigan and parts of Wisconsin. Despite many challenges, including strong anti-Catholic sentiment, the diocese flourished. On July 19, 1850, Pope Pius IX issued a bull elevating the Diocese of Cincinnati to the rank of archdiocese.







Today, the Archdiocese of Cincinnati (<https://catholicaoc.org/>) comprises 19 counties spanning 8,500 square miles of western and southwestern Ohio and is led by Archbishop Dennis M. Schnurr. It has evolved from its origins as a wilderness Church to now comprise 206 parishes (organized into 57 “Families of Parishes”), 110 primary and secondary schools, three universities, a major seminary and numerous Catholic apostolates and charitable ministries. The archdiocese is home to approximately 435,000 Catholics and is currently the 51<sup>st</sup> largest diocese in the United States.

The Catholic Schools Office (<https://catholicaoc.org/offices/catholic-schools-office>) of the archdiocese has as its Mission Statement: “Vital to the evangelizing and educational mission of the Catholic Church, our schools are Christ-centered communities dedicated to the faith formation, academic excellence and individual growth of our students, all rooted in the Gospel message of Jesus Christ.” Under the leadership of the Superintendent, the office oversees the fifth largest system of Catholic schools in the United States. The 18-person office provides leadership, service, guidance and support to 23 Catholic high schools and 87 parochial and diocesan elementary schools.







## POSITION OVERVIEW

The Superintendent of Catholic Schools must be a practicing Catholic in good standing with the Catholic Church (to be verified by pastor reference) who faithfully lives the precepts of the Catholic Church; assents to, and will unabashedly defend, all the Church's teachings; and is passionate about introducing others to Jesus through the ministry of teaching. The successful candidate will be a transformational leader with a demonstrated track record of directing staff; influencing and leading people who are not direct reports; and creating and implementing a comprehensive program of Catholic education, including Catholic leadership development and staff formation.

The Superintendent reports directly to the Archbishop of Cincinnati and is a member of the Archbishop's leadership team. The Superintendent must be a model of professional conduct and always represent the Archdiocese of Cincinnati with honesty and integrity.



## CREDENTIALS & EXPERIENCE

1. A faithful practicing Catholic in good standing with comprehensive knowledge of the Catholic Church, including history, structure, doctrine and moral teaching. Passion for the Catholic faith and forming disciples. Engaged in the sacramental and prayer life of the Church. Assents to the Church's teaching on all matters, with particular care for:
  - The sanctity of life from the moment of conception to natural death, and the givenness of human sexuality in all its aspects as male and female created in God's image and likeness, as the basis for human dignity, identity and education
  - Sexual expression contributes to human flourishing in as much as it is integrated with a view toward its natural ends: faithful, covenantal love between a man and a woman and a self-gift ordered to procreation
  - The family as a domestic Church and first school of children, with parents as the primary educators
2. Minimum of a master's degree in educational administration or related field. Emphasis on Catholic education preferred.
3. At least five years' experience in Catholic school leadership, preferably as a Superintendent or Assistant Superintendent. Must be able to obtain certification/licensure as a Superintendent in the State of Ohio.

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4. Demonstrated facility with strategic planning, budget and fiscal management, staff leadership, enrollment marketing, donor relations, and compliance with local, state, federal and Church (canon law and safe environment) regulations. Able to make tough decisions.
5. Demonstrates conviction for, and can articulate, the Church's charter for Catholic schools, its educating mission, and the Catholic intellectual tradition. Possesses keen awareness of the many cultural and modern educational narratives, ideologies, and pedagogies in conflict with the Catholic worldview, Christian anthropology, and the Catholic intellectual tradition, and can articulate how to address these faithfully and intentionally in the context of Catholic pedagogy and schooling. Demonstrates commitment to a Catholic educational program that:
  - Honors the foundations of western civilization and an understanding of history that highlights the essential contributions of Christianity to the development of western culture
  - Presents literature that enables young men and women to grapple with the big questions of life in pursuit of what is true, good, and beautiful
6. An engaging, faith-filled leader capable of formulating and articulating a strong holistic vision for Catholic education, building buy-in and enthusiasm from key constituents, and translating that vision into practical execution.
7. Clear and persuasive communicator, both verbally and in writing.
8. Collaborative and enjoyable. Builds productive and mutually respectful relationships. Engenders trust. Open to input.

## DUTIES & RESPONSIBILITIES

1. Act as a champion of faithful Catholic education, working diligently to promote and ensure holistic Catholic culture, teaching and practice in all Catholic schools within the archdiocese, rooted in a proper Christian anthropology and imbued with a pervasive Catholic worldview. This includes the implementation of best practices for:
  - Recruiting and hiring for mission
  - Developing on-mission current and future school leaders
  - Inculcating a Catholic worldview across the academic curriculum and all school activities
  - Evolving Catholic schools into centers of Catholic formation and evangelization
2. Develop and lead a strong Catholic Schools Office which provides formation, resources and coaching to school leaders.

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*“The very nature of authentic Catholic education is the search for goodness, beauty and truth and the cultivation of wisdom and virtue under the guidance of the Church.”*

**– ARCHBISHOP DENNIS M. SCHNURR**

- Monitor, assess and recommend improvement as necessary for all Catholic schools
  - Ensure highest possible academic performance and fiscal stewardship
  - Introduce best practices in enrollment marketing/management
  - Facilitate implementation of School Choice and other government-funded programs
  - Ensure compliance with archdiocesan policies, especially those associated with Human Resources and Safe Environment
  - Ensure compliance with State of Ohio licensure and other education policies
3. Lead the creation and implementation of a long-term strategic plan for Catholic schools and the Catholic Schools Office, considering such factors as:
    - Beacons of Light (the archdiocese’s process of pastoral planning currently underway) and the Catholic call to evangelization
    - Catholic formation of school leaders and teachers
    - Changing demographics across the archdiocese
    - Benefits of, and barriers to, Catholic education, including affordability
    - Teacher availability
  4. Actively represent the Archdiocese of Cincinnati to the broader Catholic and non-Catholic education communities and engage with critical mission partners. These include, but are not limited to:
    - Catholic Conference of Ohio (expected leadership role)
    - Executive Commission for the Ohio Catholic Schools Accrediting Association (OCSAA)
    - Ohio Department of Education
    - Institute for Catholic Liberal Education (ICLE)
    - National Catholic Education Association (NCEA)
  5. Oversee boards of limited jurisdiction for archdiocese-owned Catholic schools.
  6. Maintain good working relationships with the local universities and colleges, public school districts, and the Ohio High School Athletic Association (OHSAA).
  7. Act as primary spokesperson for the Archdiocese of Cincinnati Catholic Schools, working in collaboration with the archdiocesan Department of Communications.
  8. Work collaboratively and congenially with the Archbishop and fellow Department Directors, including actively participating in leadership meetings and activities. Nurture productive working relationships with other offices of the archdiocesan Pastoral Center. Participate in important Pastoral Center priorities/activities and any other duties as assigned by the Archbishop.

