

## **Catholic School Leadership Development Initiative**

Catholic Extension and Loyola Marymount University are engaged in a partnership to offer a graduate level online Certificate in Catholic School Administration program to novice and prospective leaders in Catholic schools in Extension dioceses. This program is designed for those that currently hold leadership positions in Catholic elementary and secondary schools (such as vice-principals, and new principals) or those that have been identified for a leadership role in the future. Although leadership development is often identified as a strategic concern for Catholic Schools in Mission Dioceses, these schools often lack opportunities for leadership development due to barriers of cost and distance.

This unique educational program, offered through LMU's *Catholic School Leadership Academy*, provides professional development that is specific to the Catholic school administration context. The one-year (4 course/10 graduate level units) program is designed to address three major themes in Catholic school administration: mission effectiveness, operational management, and instructional leadership. Some of the topics covered are Catholic identity, spiritual leadership, mission integration, vision implementation, instructional leadership, best practices in governance, budget development, laws, ethics, fundraising, finance, and human resource administration. The next national cohort will begin in July/August 2021.

This program has already shown outstanding success and impact in its first five years. As of 2021, 108 students from 35 Extension dioceses have participated, with nearly half of all students being selected for a promotion in their diocesan school system within the first two years after receiving their certification.

Applications will be considered for up a maximum of three students per diocese, and must be leaders in their school and nominated by their principal and/or superintendent. Nine units of this coursework will count toward a Master of Arts in Catholic School Administration at LMU.

Students will be asked to commit a minimum of 2 years of service to a Catholic School in their diocese after they successfully complete the certificate program. Additionally, at the conclusion of the program students will be asked to apply their new skills by implementing a specific project that will enhance their local Catholic school in a strategic area identified by the principal. Project plans must be submitted to Catholic Extension in writing during the course of the program.

The normal cost of this educational program is estimated at \$14,220 per student (estimate pending final 2021-22 tuition confirmation), but with contributions from both Catholic Extension and LMU, the cost has been reduced to an estimated cost of \$3,148 per student.

### **Desired Outcomes:**

- **Building Leadership Capacity:** Dioceses and individual Catholic schools can retain their most promising leaders and create a pipeline of talent for future leadership positions or increased responsibilities in their current position.
- **Knowledge and Skills Applications:** Catholic school professional educators can apply the administrative knowledge and skills attained from the program to their current and future work as leaders, therefore strengthening their local Catholic school.

## **Expected Contributions & Responsibilities of Each Party:**

### **1. Loyola Marymount University:**

Financial – The School of Education will provide a tuition grant of 40% to each student.

Programmatic - LMU will be responsible for final admissions decisions for candidates who are selected to move forward after initial applications to Catholic Extension. LMU will also coordinate all academic content and logistics related to the certificate program.

### **2. Catholic Extension:**

Financial - Catholic Extension will provide a tuition grant of 40% for each participating student. Funding will be provided directly to the diocese, who will then make final payment to LMU.

Communication - Catholic Extension will be responsible for communicating this initiative, and its terms and conditions, to the mission dioceses, and for collection of program applications to coordinate student selection with LMU.

### **3. School/Student:**

Financial - Twenty percent of tuition and any remaining costs, or an estimated total of \$3,148, is the expected contribution of the student. At each school/diocese's discretion, they can choose to contribute toward this cost, but any cost sharing is up to the school, student, and diocese and must be negotiated internally. Regardless of the cost sharing arrangement, tuition bills for the remaining \$3,148 will be sent to the student for payment directly to LMU.

Programmatic – At the conclusion of the program, the student will be responsible for identifying a new project which will apply learned skills to enhance their local school.

Technology – Each student will be required to have a sufficient and stable high-speed broadband connection and computer with video and audio capabilities in order to participate in class sessions without noticeable interruption or delays.

### **4. Diocese:**

Strategic – The diocesan Superintendent will be responsible for recruiting and nominating potential participants who are identified to be promising future leaders in their Catholic Schools.

Tactical - The diocese will be responsible for reporting results to Catholic Extension at the conclusion of the program.

### Financial Details of Partnership

Contributors	Cost Per Student (estimated)	Cost for 3 Students
<b>Catholic Extension</b> 40% tuition (estimated for 2021-22)  <b>Total:</b>	\$5,536  <b>\$5,536</b>	\$16,608  <b>\$16,608</b>
<b>LMU</b> 40% tuition  <b>Total:</b>	\$5,536  <b>\$5,536</b>	\$16,608  <b>\$16,608</b>
<b>School and Student</b>  20% tuition Registration and Student Fees (estimated)  <b>Total:</b>	\$2,768 \$380  <b>\$3,148</b>	\$8,304 \$1,140  <b>\$9,444</b>
<b>Total</b>	<b>\$14,220</b>	<b>\$42,660</b>

### Testimonials:

My experience at LMU was amazing. It redefined what a leader is and how to be a great leader. I learned skills that are sure to prove invaluable when in a leadership role. Along the way I also met some amazing mentors and other professionals that I know will be a great resource in the future. All in all, I would do this program again in a heartbeat and feel that all future leaders should be exposed to a program such as this one. It is an experience that I feel so blessed to have been given. – *Participant, Diocese of Charleston*

The Catholic Administrative Certification Program not only met but exceeded my expectations ... It has been the best experience in my lifetime. – *Participant, Diocese of Pueblo*

The opportunity that Catholic Extension provided me in obtaining quality, graduate level training on Catholic school leadership through Loyola Marymount University was invaluable and much more rewarding than I ever thought possible. – *Participant, Diocese of Amarillo*

This course is an absolute must for any Catholic personnel aspiring to be Catholic school leaders! – *Participant, Diocese of Shreveport*

I feel like this opportunity propelled me to another level that allowed me to have confidence and background knowledge to take on a leadership position within a catholic school. I would highly recommend this program to anyone looking to take a position of leadership in a catholic school. The program provided a great network for future references, advice, and support. I was able to directly apply the knowledge that I received from the program to my school. – *Participant, Diocese of Gaylord*

As Superintendent, I am grateful for the enthusiasm, professionalism, and sharing that the participants we've been able to have from our Diocese bring back to their colleagues. I have watch them transform as administrators themselves, but also bring transformative and innovative ideas back to their peers. – *Diocese of Gallup*

**Schedule of Courses**

<b>Summer 2021</b>	<b>Fall 2021</b>	<b>Spring 2022</b>	<b>Summer 2022</b>	<b>Total Units</b>
<b>EDLA 6420</b> (1 unit) with <b>Invitation to Lead</b>	<b>EDLA 6430</b> (3 units) <b>Mission-Focused Leadership in Catholic Education</b>	<b>EDLA 6431</b> (3 units) <b>Organizational Leadership in Catholic Education</b>	<b>EDLA 6432</b> (3 units) <b>Instructional Leadership in Catholic Education</b>	<b>10</b>

**Timeline**

- January 12, 2021**      2021-22 applications open for mission dioceses
- February 26, 2021**      Deadline for applications from dioceses
- March 2021**      Decisions communicated to applicant dioceses
- April 16, 2021**      Admissions Deadline to LMU for students from approved dioceses
- May 2021**      LMU admissions decisions issued and enrollment in classes
- June 1, 2021**      Summer 2021 Registration Deadline
- June 28, 2021**      Summer 2021 Session Begins (Self-paced independent coursework begins)
- July 30 – August 1**      Invitation to Lead, on campus at LMU (tentative pending COVID)
- August 30, 2021**      Fall 2021 Semester begins
- January 2022**      Spring 2022 Semester Begins
- May 2022**      Summer 2022 Semester Begins
- June 2022**      Student project proposal submitted to LMU, Diocese, and Catholic Extension
- August 2022**      Program implementation begins in schools