

## Orientation Retreat

School Leaders Academy  
August 6th

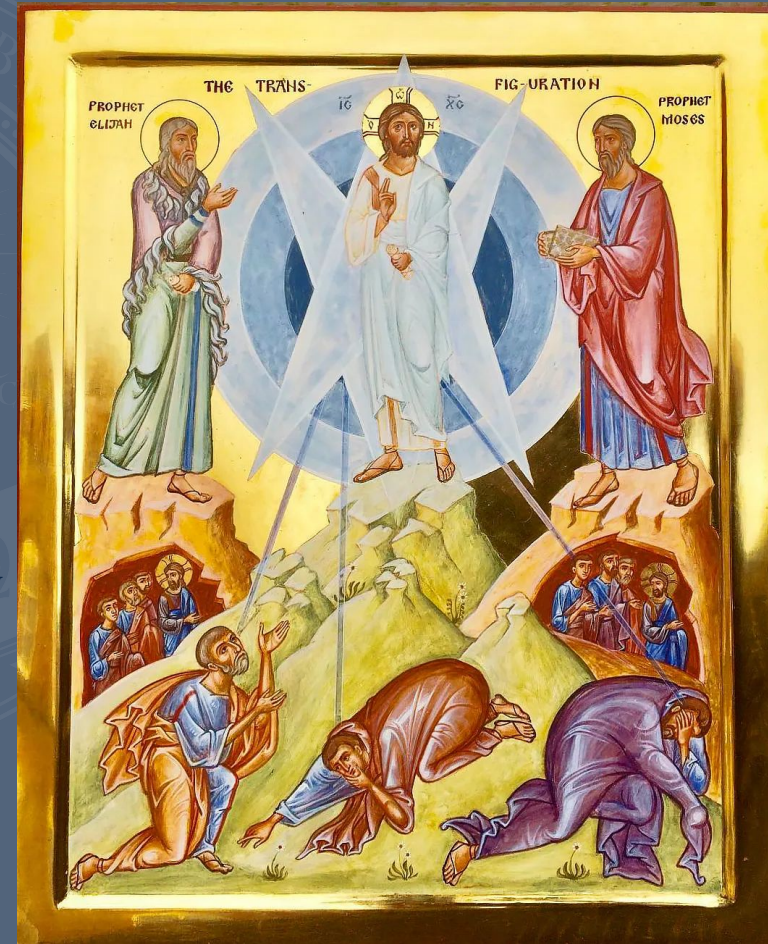
# OPENING PRAYER

Dear Jesus, we thank You and praise You for the many ways You reveal Yourself to us. Through contemplation of the mystery of Your Transfiguration, help us grow closer to You.

During Your Transfiguration, You revealed Yourself more deeply to three of Your Apostles. Peter, James, and John were privileged to see this manifestation of Your divinity. These three Apostles were Your close friends. They worked to carry out Your will and to establish Your Church not long after this event.

We ask You to bring all people closer to You, and we especially ask today that You help Your Church and all her members to come to a deeper holiness. Help us to always be eager to serve You in whatever ways You call us to. Give us the grace to grow in intimacy with You each day.

*Lord, may I see Your glory and the glory that You have bestowed upon my own soul. May my eyes forever remain fixed on that grace. May I see You and Your glory especially in difficult times. Jesus, I trust in You.*



# Welcome!

## Introductions

1. Name, school name
2. Location
3. Position
4. One fun fact or favorite book

[n.b., Keep video on for sessions - increases our personal “presence” with each other.]



## Program Overview

1. Assignments/ Readings/ Attendance
2. Resource Page
3. Monthly schedule / yearly schedule



# THE CALL TO LEADERSHIP



Acts 9: 1-19

# The Vocation of Catholic Leadership

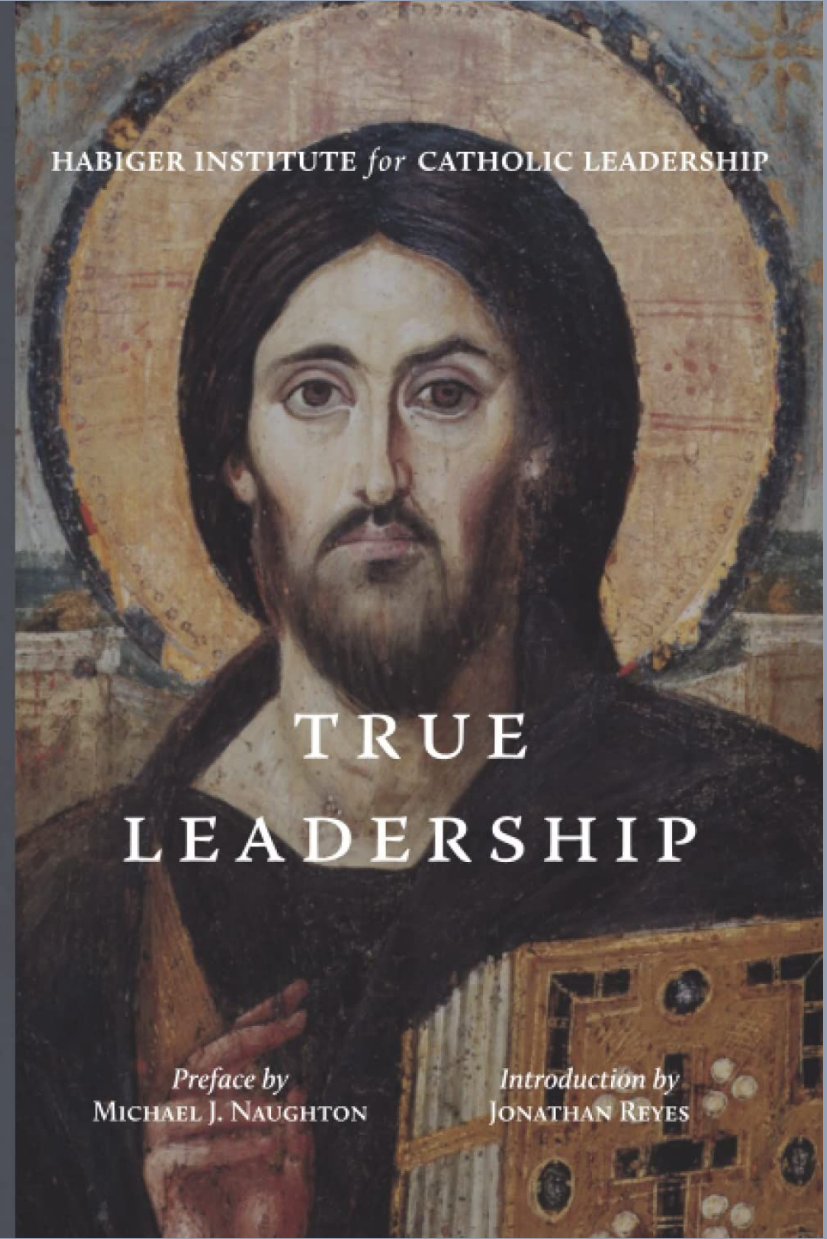
Catholic education is not just a job, it is a *vocation*.

A school's Catholic identity depends on the effective leader formation.

Competent and capable leaders are able to address other needs like **finance, governance, and recruitment**.

Faith filled Catholic leaders keep **Catholic** identity strong, set a **positive** tone, and bring the **community** together.

“Themes in Catholic Schools in the United States”  
(U.S. Conference of Catholic Bishops, 2015)



HABIGER INSTITUTE *for* CATHOLIC LEADERSHIP

# TRUE LEADERSHIP

*Preface by*  
MICHAEL J. NAUGHTON

*Introduction by*  
JONATHAN REYES

True leadership is founded on these realities...It begins with the truth of who we are, of who God is, of what our true state is, and of what God is doing about it. Those who wish to make a difference through their leadership, whatever the context, will follow the prescriptions given us by Christ, our true physician. They will want to find out how to participate in Christ's leadership. They will need to resist the utopian temptation, not because they don't care about the state of the human race, but precisely because they care about it so much.  
(page 36)

# 5 Foundations of True Leadership

1. Christian Conviction: *Who Am I Following?*
2. Character: *Who Am I?*
3. Vocation: *What is God Requiring of Me?*
4. Personal Gifts: *What have I Been Given?*
5. Skills: *How Do I Prepare for Life's Tasks?*

# Christian Conviction

## 1. Christian Conviction: *Who Am I Following?*

*So this fact meets us at the beginning of our pursuit of leadership: the most important part of it is a pure gift from God. We cannot determine to be true leaders on our own, as if the source of leadership were somehow within ourselves. (page 43)*

How do I follow Christ's  
leadership?

Faith, Hope, and Charity.





# Character:

*" Give yourself  
fully to God.*

He will use you  
to accomplish great  
things on the  
condition that you  
believe much  
more in His love  
than in your own  
weakness."

- BL. MOTHER TERESA -  
[www.facebook.com/TheCatholicRose](http://www.facebook.com/TheCatholicRose)



## 2. Character: *Who Am I?*

*To gain a Christian character means to be changed in heart, to participate with the action of God as he renews and completes the work of creation he has begun in us. It means to "put on Christ" such that we take on ever more truly the image of God shown us in his son.  
(page 62)*

How do Character and Leadership relate?

# Vocation:

## 3. Vocation: *What is God Requiring of Me?*

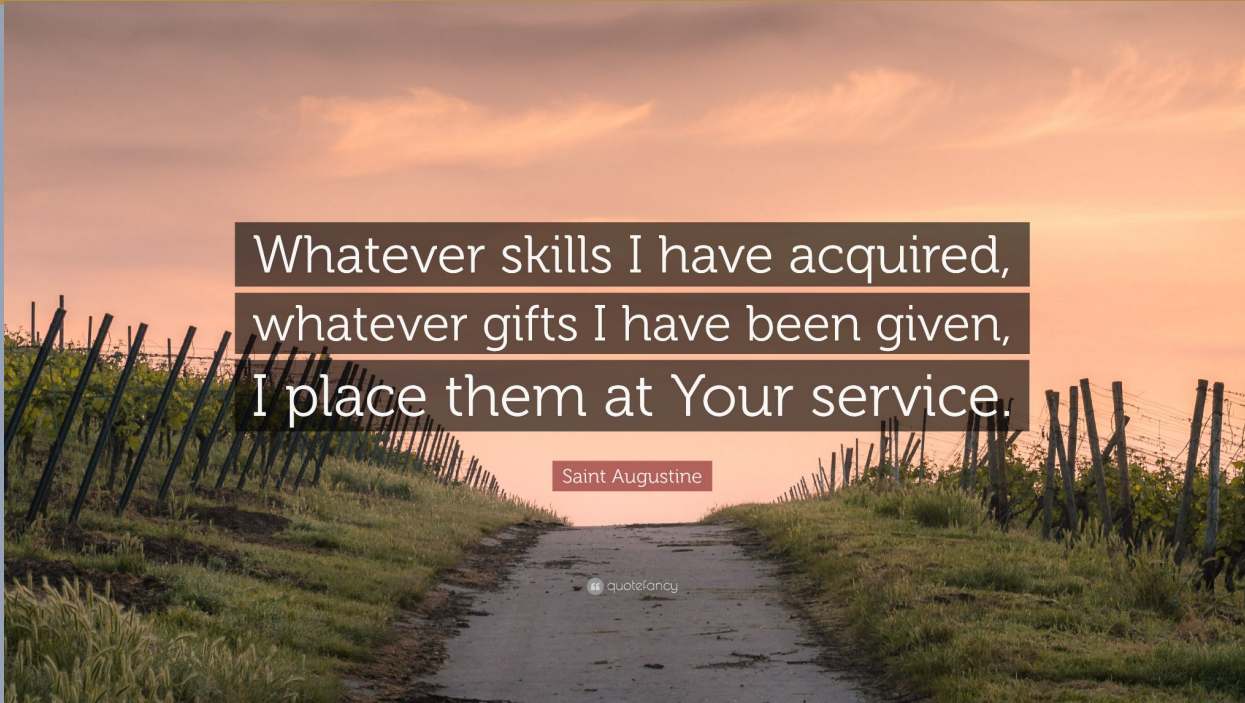
*All Christians have a vocation, a set of tasks and relationships, a stance of life prepared for them by God and needing their cooperation, that will bring into play their energies and gifts, and will be the place of their own continuing transformation.*  
(page 84)

Why am I here?



***“We all have a vocation. We need to believe that God has placed us in this life to fill a special need that no one else can accomplish.”***  
***- St. Francis de Sales***

# Personal Gifts:



## 4. Personal Gifts: *What have I Been Given?*

*Our gifts are not primarily gifts of God to us; they are gifts from God to others through us. If we behave as though our gifts belong to us, we rob others and dishonor God. (page 102)*

How do we use our gifts in Leadership?

# Skills:



Christ has no body now on earth but yours, no hands, no feet but yours. Yours are the eyes with which Christ looks out his compassion to the world. Yours are the feet with which he is to go about doing good. Yours are the hands with which he is to bless us now.

— *Saint Teresa of Avila* —

AZ QUOTES

## 5. Skills: *How Do I Prepare for Life's Tasks?*

*Credibility in leadership is gained through a combination of character and competence. If either is seriously lacking, our influence, our leadership, will not be effective. Just as we take seriously the need to gain the character of Christ, so we should take seriously the task of becoming genuinely competent. (page 124)*

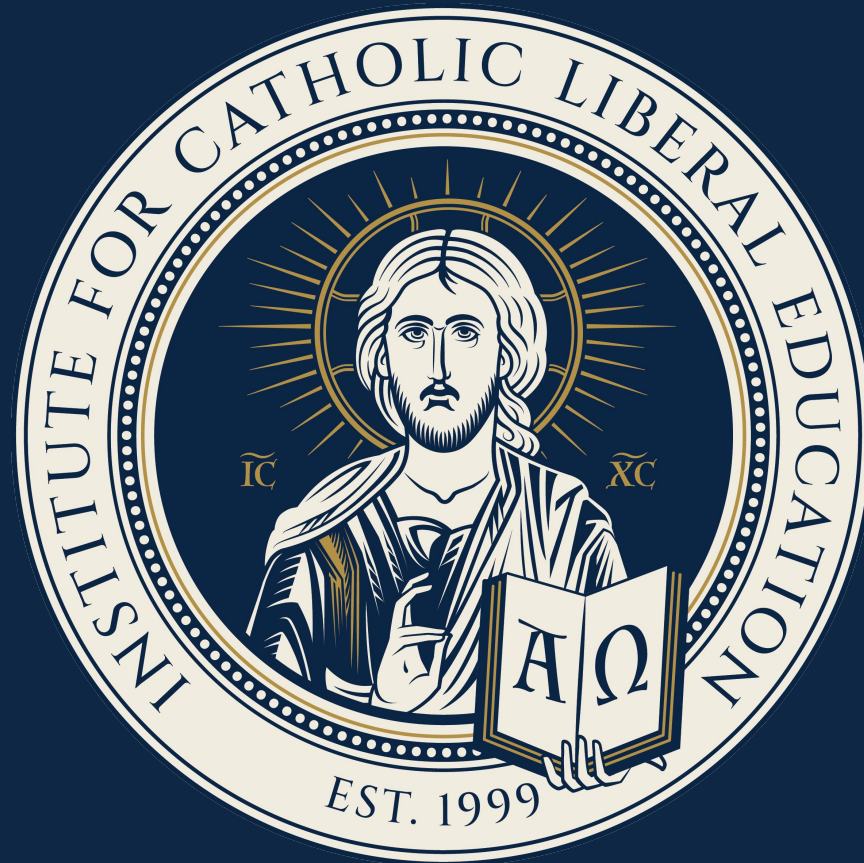
What skills are necessary in leadership?

# Form good habits of True Leadership now...

1. Pray everyday- never get too busy for this.
2. Have your intimates to confide in- *keep it at that.*
3. Get out of your office.
4. Make time for your faculty-  
these relationships are the **most** important.
5. Be consistent and flexible.
6. Listen first, respond later.
7. Bring joy to everything.

# The Call to Leadership - *Reflection*

1. Reflect on your time as a school leader. What are some ways in which God has revealed to you that he has called you to this mission?
2. What does your school community need from you this year in terms of your leadership?
3. What areas would you like to grow in your leadership this year- both spiritual and professional?
4. How can the Leadership Academy support you in these goals and hold you accountable?



## Orientation Retreat

School Leaders Academy  
August 7th

# OPENING PRAYER

## Come Holy Spirit!

All: Come Holy Spirit! Fill the hearts of Thy faithful  
and enkindle in them the fire of Thy love.

Leader: Send forth Thy Spirit, and they shall be created,

All: And Thou shalt renew the face of the earth.

Leader: Let us pray...

All: O God, Who by the light of the Holy Spirit, instructed the hearts of Thy faithful,  
grant us, in the same Spirit, to savor what is right and ever to rejoice in His  
consolation.

Through Christ our Lord. Amen.





# Mission, Vision, & Catholic Identity



Matthew 28: 18-20

Acts 2: 1-4

# What is the difference between mission & vision?

## MISSION

- what the organization does (action)
- mission looks at today

## VISION

- the result of the action
- vision looks forward



# Catholic School Vision



The vision statement for Catholic Schools should come right out of Church teaching. If our sights are set on the Truth of the Magisterium, we can use the Church to act as our guiding compass.

*“It is therefore as important to make no mistake in education,  
as it is to make no mistake in the pursuit of the last end,  
with which the whole work of education is intimately and necessarily connected.*

“In fact, since education consists essentially in preparing man for what he must be and for what he must do here below, in order to attain the sublime end for which he was created, it is clear that there can be no true education which is not wholly directed to man's last end, and that in the present order of Providence, since God has revealed Himself to us in the Person of His Only Begotten Son, who alone is "the way, the truth and the life,"

*“...there can be no ideally perfect education which is not Christian education.”*

*DIVINI ILLIUS MAGISTRI*

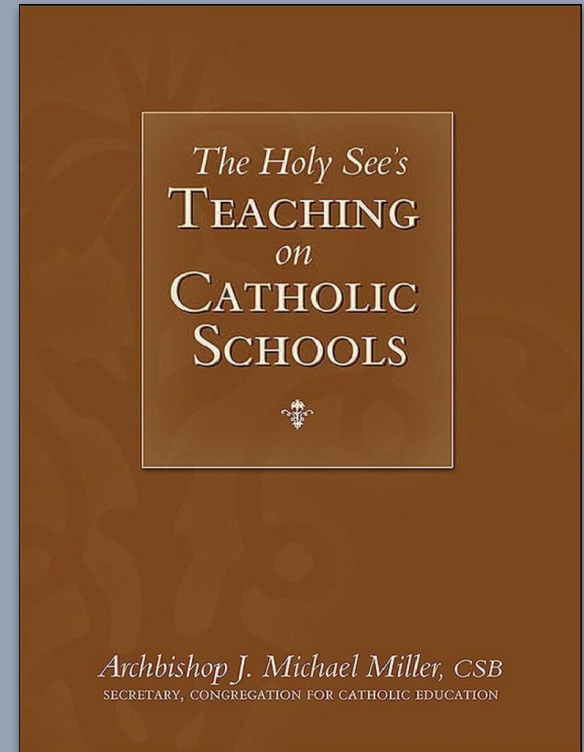
# CASTING THE VISION



# *The Holy See's Teaching on Catholic Schools*

## FIVE MARKS TO GUIDE YOUR PLANNING:

1. Inspired by a Supernatural Vision
2. Founded on a Christian Anthropology
3. Animated by Communion & Community
4. Imbued with a Catholic Worldview  
Throughout its Curriculum
5. Sustained by Gospel Witness



## 1. Inspired by a Supernatural Vision

- Forms the whole child for heaven
- Good citizens in this world and the world to come
- Teaching the truth concerning the human person
- Intentional focus on the inalienable dignity of the human person; above all the spiritual dimension



Just give me the program...





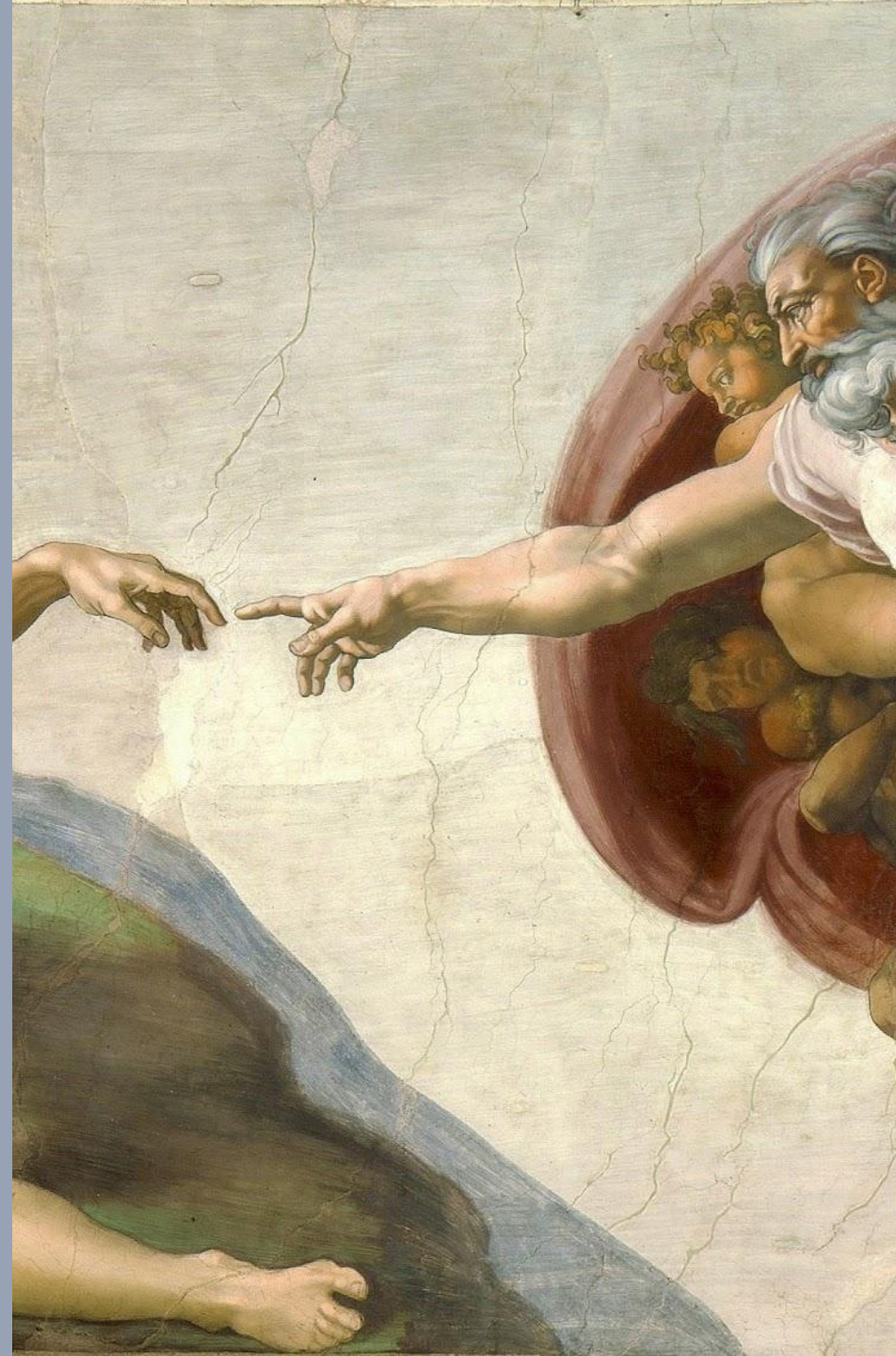
## 2. Founded on a Christian Anthropology

Christ is *the* Teacher in Catholic schools.

- Christian anthropology is understanding the human person as made in the image and likeness of God.
- Grace builds on nature.

“It is only in the mystery of the Word made flesh that the mystery of man truly becomes clear.”

*Gaudium et Spes, #22*



# Comparison of the Two Philosophies

## Contemporary Education

- Ordered to material, temporal ends
- Fragmented, industrialized
- Focus on practical skills
- Emphasis on information
- One mile wide, one inch deep
- Lectures+testing = passive learning
- Susceptible to indoctrination

## Catholic Liberal Education

- Ordered to eternal happiness
- Integration of subjects, knowledge, faith
- Restores meaning and purpose
- Formation; awakens wonder
- Cultivates habits of deep thinking
- Constant discussion = active learning
- Develops intellectual freedom

### 3. Animated by Communion & Community

The Holy See describes the school as a community, “a genuine community of faith,” in four areas:

1. Teamwork among all those involved
2. Cooperation between educators and bishops
3. Interaction of students with teachers
4. Physical environment



# School Environment



Philippians 4: 8-9



# Ouch & Ahh



# Guiding Principles for creating a beautiful school environment

1. Create spaces that offer freedom
2. Create spaces that are well ordered, ordered towards Truth (microcosm of the universe)
3. Keep it simple; over stimulation makes it difficult to focus
4. Select beautiful works of art and furniture
5. Give teachers options as a way to guide them
6. Incorporate nature, stay grounded in reality
7. Direct everything towards Heaven

## 4. Imbued with a Catholic Worldview Throughout its Curriculum

- Catholicism is a “comprehensive way of life” that should animate every aspect of its activities and its curriculum.
- If a Catholic school is to deliver on its promise to provide students with an integral education, it must foster love for wisdom and truth, and must integrate faith, culture, and life.



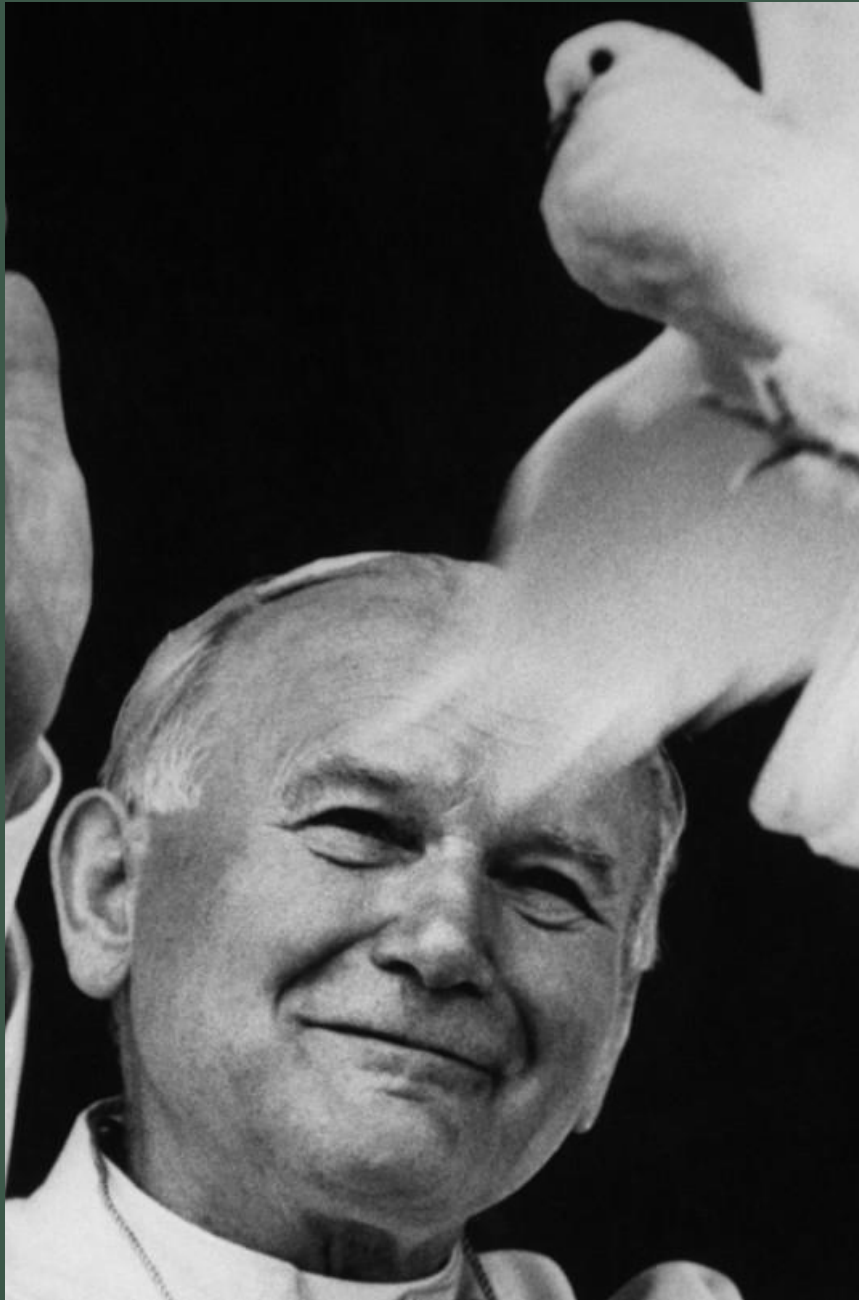
“It is necessary not only that religious instruction be given to the young at certain fixed times, but also that every other subject taught, be permeated with Christian piety. If this is wanting, if this sacred atmosphere does not pervade and warm the hearts of masters and scholars alike, little good can be expected from any kind of learning, and considerable harm will often be the consequence.”

*Divini Illius Magistri*

Pope Leo XIII







"Faith and reason are like two wings on which the human spirit rises to the contemplation of truth; and God has placed in the human heart a desire to know the truth—in a word, to know himself—so that, by knowing and loving God, men and women may also come to the fullness of truth about themselves."

Pope St. John Paul II  
*Fides et Ratio*

# Practical (and simple!) tips to begin integration

- Offer teachers of different disciplines time to work together and plan lessons that bring in other disciplines.
- Pick thoughtful poetry for students to memorize
- Language is the medium for thought, think through ELA program
- Begin with simple Latin
- Imitate the greats
- Select good literature
- Math should be a combination of rote memory and question based learning

# Integration within YOU

Dr. Greg Roper's 4 Points on “HOW TO TEACH ANYTHING”

*@ ICLE National Conference 2021*

1. You can teach anything if you can remember when you didn't know it; imagine and remember your way back to ignorance.
2. “Seventy percent of what you teach is yourself.” (Hoyt Duggan)
3. You have to want them “not to need you.” (Wayne Booth)
4. You have to love them into wonder.

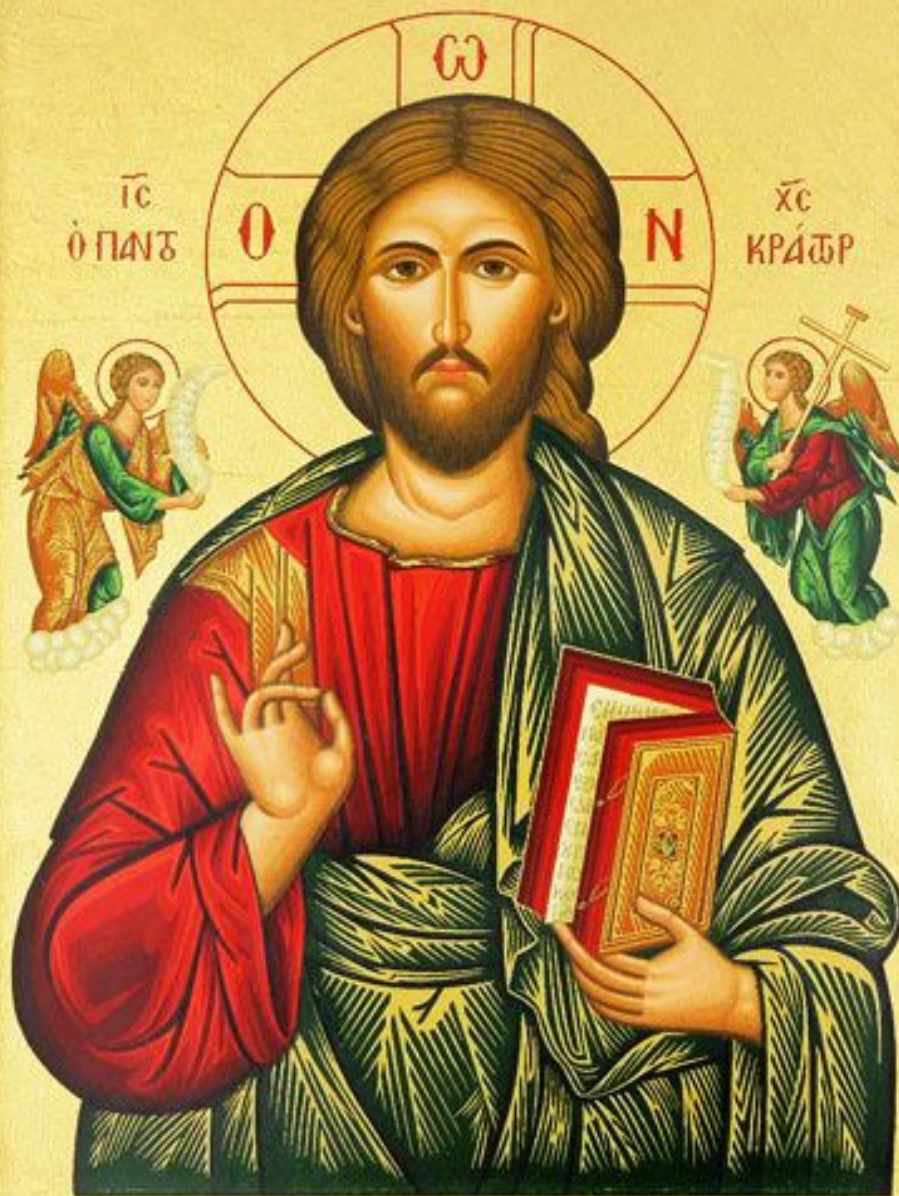
## 5. Sustained by Gospel Witness

- Vital witness of teachers and administrators- the primary responsibility for creating a Christian school climate, as individuals and as a community.
- Children will pick up far more by the example of their educators than by masterful pedagogical techniques, especially in the practice of Christian virtue.



*“Be in constant  
harmony with the  
Divine Teacher  
who has **chosen**  
you for this  
service.”*

A Reason Open to God,  
Pope Benedict XVI



# Reclaiming the Nobility and Simplicity of the Vocation of Teaching

## 10 Basic Points:

1. Pray everyday:

*“Pray as if everything depends on God, act as if everything depends on you”*

St. Augustine

2. Be in love with what you're teaching:

*“There is no such thing as a boring subject, just boring teachers.”*

Chesterton

3. Be bold: *“Be not afraid!”*

Pope St. John Paul II

4. Reject utilitarianism: *“The glory of God is man fully alive!”*

St. Irenaeus

5. Be a lifelong learner: respect your profession

# cont.

6. Limit technology: remove the obstacles that impede authentic education and harm the formation of the imagination.\*
7. Be joyful: *“Joy is the net of love by which we catch souls!”* St. Teresa of Calcutta
8. Restore humanity: Engage the **5 senses**, treat *every* student with **dignity**
9. Live a sacrificial life: everyday is the opportunity to pick up the cross and follow the Master Teacher
10. Pray everyday - (yes, we said this before, but it should be the beginning and ending of all, in good times and in bad.)

# Praying with the Five Marks

Assess the vision at your school and any need for redirection...



- How does your school exemplify the fact that it is inspired by a Supernatural Vision? (In words and action)
- What is Christian Anthropology? Is the foundation of your school based on Christian Anthropology?
- How does your school show that it is animated by Communion and Community? How can you encourage this culture through the school's vision?
- Do stakeholders know that your school is Imbued with a Catholic Worldview throughout its Curriculum?
- Do your faculty and staff understand the magnitude of their role of being Gospel witnesses?



# SETTING THE MISSION

*FIRMLY*

*M I S S I O N*

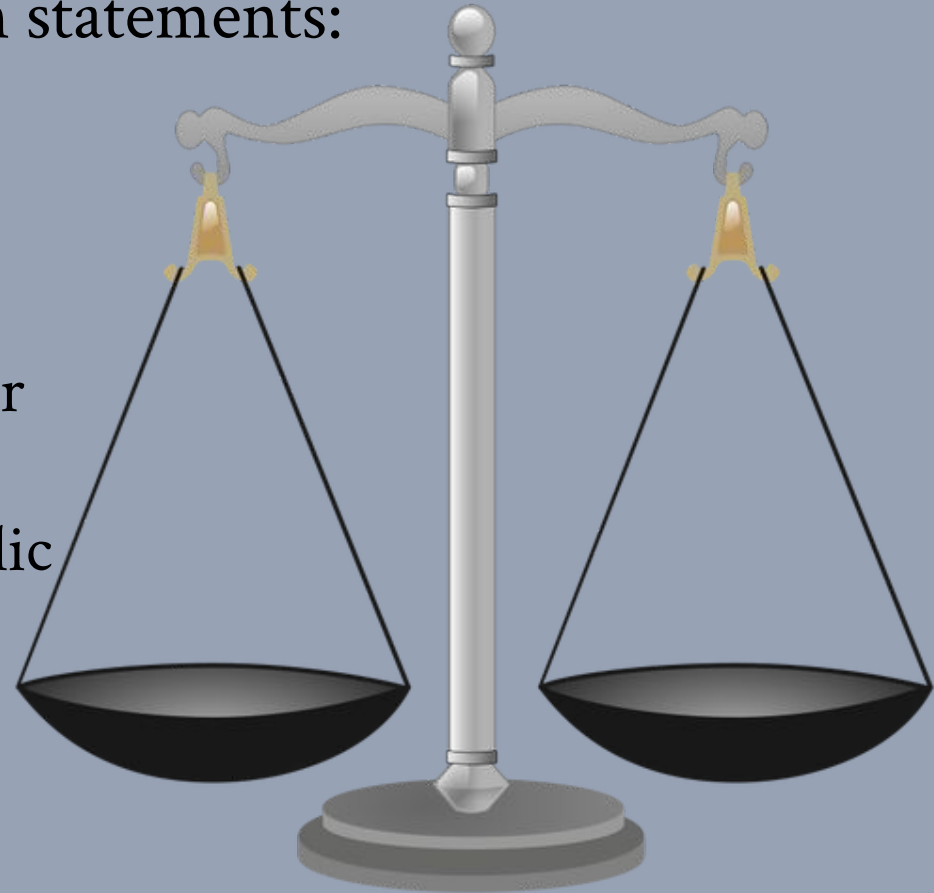


INSTITUTE FOR  
CATHOLIC LIBERAL  
EDUCATION

# The weight of the Mission Statement

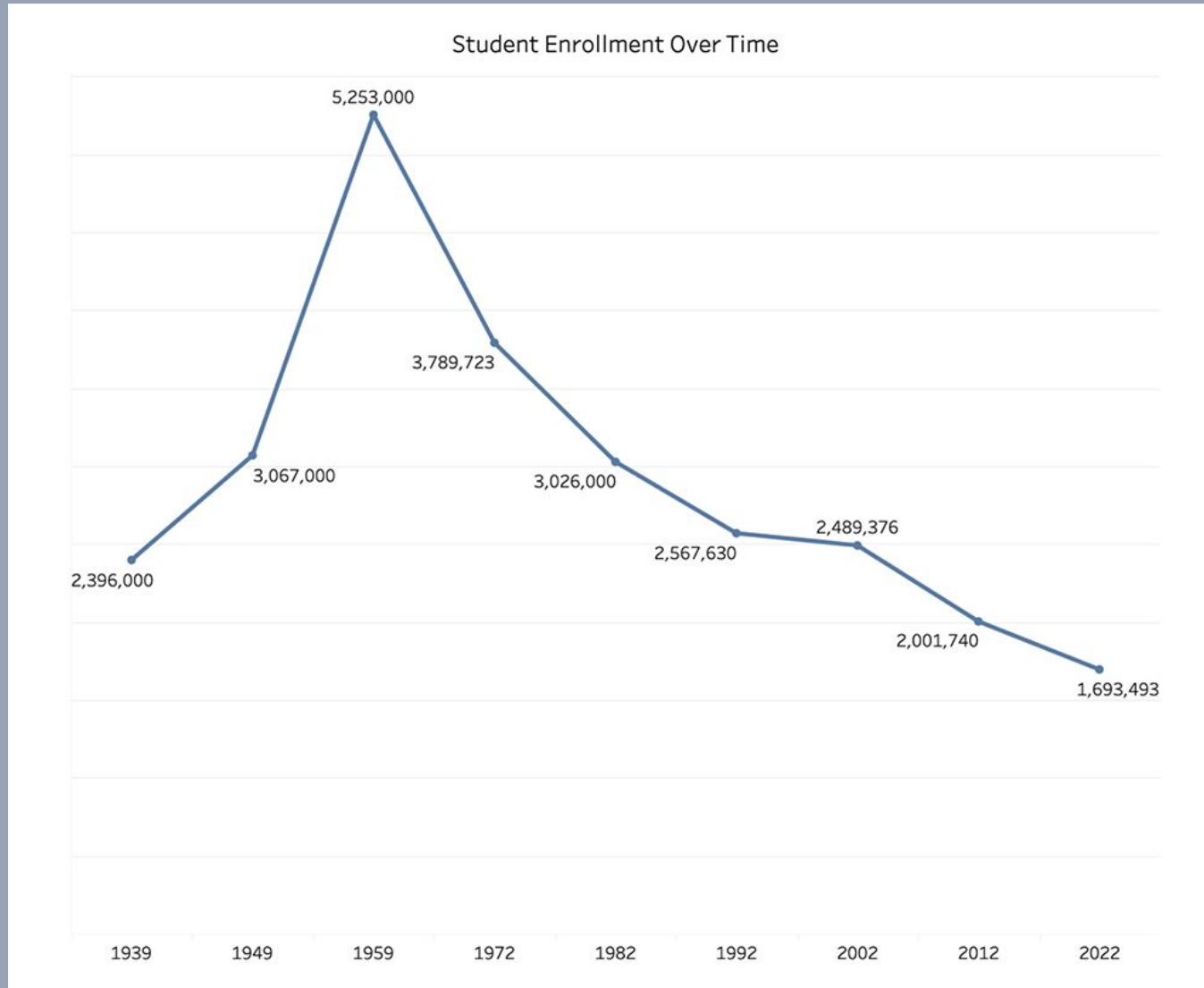
Strong mission statements:

- Guide all decision making
- Support school leaders by removing the subjectivity factor
- Dictate the health of the Catholic identity in the school



What is the result of not having strong mission statements...?

# The weight of the Mission Statement



# CATHOLIC IDENTITY

- What it is NOT.....
  - An ID
  - A statement
  - A certification



RATHER.....It is our very core,  
our worldview, our *CULTURE*.

- How do we assess Catholic identity well?
- What is used to assess Catholic identity?
- What drives Catholic identity?



# What is in a mission statement...or not?

*St. Blaise Catholic School is an academic community of faith that develops the whole child's mind, heart and soul.*

# What is in a mission statement...or not?

At Holy Innocents Catholic School, our mission is to provide a transformative Catholic education, working in partnership with parents to instill values of truth, goodness, and the love of beauty in our students. Through our devoted faculty and staff, we impart the invaluable treasures of Western Civilization and Catholic Culture, fostering young minds and hearts to become exemplary pillars of society and citizens of heaven.

# Reviewing the Mission...where to begin?

1. **Include your Pastor or Priest involved with your school.**
2. Timing is everything! Setting aside time to discuss vision and mission with your staff encourages their buy-in to the authentically Catholic school with direct actions that will need to be taken.
3. Begin with sharing Church documents with the staff.
4. Put action behind the words you choose!



# Every Catholic school should look this way...

This educational environment of the Church embraces the Sacraments, divinely efficacious means of grace, the sacred ritual, so wonderfully instructive, and the material fabric of her churches, whose liturgy and art have an immense educational value; but it also includes the great number and variety of schools, associations and institutions of all kinds, established for the training of youth in Christian piety, together with literature and the sciences, not omitting recreation and physical culture. And in this inexhaustible fecundity of educational works, how marvelous, how incomparable is the Church's maternal providence! So admirable too is the harmony which she maintains with the *Christian family, that the Church and the family may be said to constitute together one and the same temple of Christian education.*

*Divini Illius Magistri, #76*



## Creating a Mission Statement

- Invoke your school's patron
- Your school's mission statement is the **filter through which every decision must flow** in order to maintain integrity- from hiring, to dealing with parents, curriculum to extracurricular activities- everything that affects your school must support your mission statement.





# Include Parents Properly

## Church teaching demands it:

“Since parents have given children their life, they are bound by the most serious obligation to educate their offspring and therefore must be recognized as the primary and principal educators. This role in education is so important that only with difficulty can it be supplied where it is lacking. Parents are the ones who must create a family atmosphere animated by love and respect for God and man, in which the well-rounded personal and social education of children is fostered.”

*Declaration on Christian Education (Gravissimum Educationis), #3*  
Vatican Council II, 1965.

# Primary Educators vs. Zamboni Parents

- Take the time to write a mission statement that addresses parents and gives them proper priority. This gives you the authority to work with parents in the natural way families should be constructed - the Domestic Church
- Including parents in your mission statement allows you to separate the helicopter parenting actions to responsible parenting actions.
- [Augustine Institute interview](#)



# A Mission: We exist to aid parents in THEIR DUTY

## The St. Augustine Academy Mission

In fidelity to the truths of our Holy Catholic Church, the mission of Saint Augustine Academy is to

**assist parents in *their duty***

**of fostering within their children** growth in the theological, intellectual and moral virtues. We strive in every task to inculcate in our students the profound insight of Saint Augustine:

“You have made us for Yourself, O Lord, and our hearts are restless until they rest in You.”



# Things to consider...

- Be bold! Parents are drawn towards schools who have strong and determined plans...  
*mediocrity is not attractive.*
- Your mission statement should set your school apart from other schools in the area in:
  - Catholicism
  - Rigor in curriculum
  - Family life
  - End goal



# *In Summary*

- We have everything we need in Church documents to reclaim and renew Catholic education to what it should be!
- Our mission and vision statements set the tone of doing this at our schools and create a culture that is authentically Catholic, focused on the whole child, and offers rigor that sets us apart from other schools.
- We have the opportunity as school leaders to begin the renewal in our own communities through our vision and mission of the school. This is a great honor and responsibility.
- As Catholic school leaders we are tasked to lead our communities, as the Church has asked us to do, to understand more deeply the fullness and beauty of teaching faith and reason.

“The Christian alone knows with certitude and with truth what man is meant by the Author of nature and grace to develop into, intellectually, morally, and aesthetically; the Christian alone knows unerringly the mental, moral and cultural disciplines requisite to form a man to be what he ought to be; hence the Christian alone can understand and formulate a right plan of education.”

Fr. Edward Leen,  
*What is True Education?*





# Mission, Vision, & Catholic Identity - *Reflection*


1. How secure do you feel in your own understanding of the Church's unique vision of Catholic education?

2. Does your mission statement support and infuse the Catholic identity of your school?

3. Assess the health of you school's mission statement in light of the state of renewal at your school.



# Praying with your Mission Statement

- Is our school's mission statement healthy?
  - Does it stand out from other mission statements?
  - How can you include your pastor, faculty and staff in creating a mission statement that is reflective of your school and fosters a healthy school culture?
  - What is my timeline for establishing an updated mission and vision statement?
  - How can I include parents in my mission statement that will honor their role as primary educators?
    - What education do I need to offer parents to assume this role to the fullest?
- 

# WRAP-UP

August reading assignments:

*True Leadership*- Part 1

*The Holy See's Teaching on Catholic Schools,*

*Divini Illius Magistri*

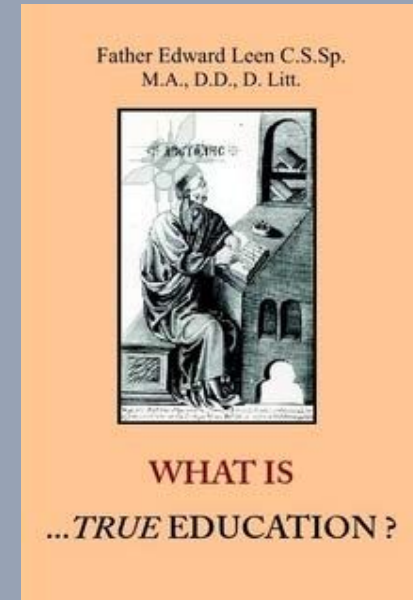
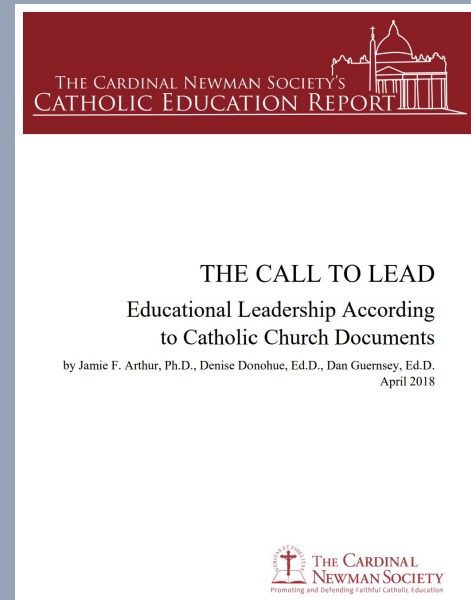
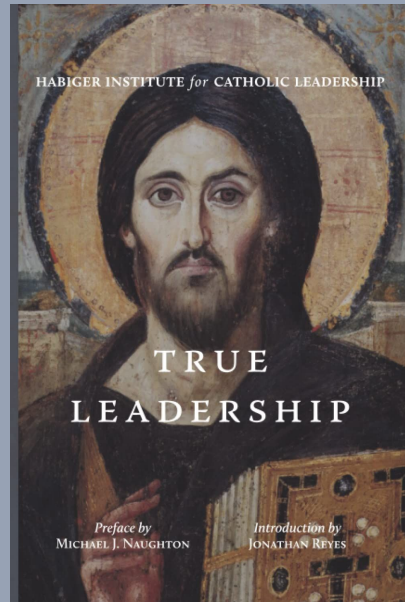
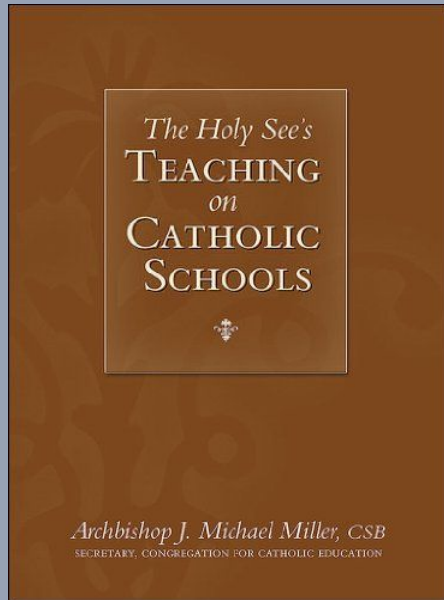
*Gravissimum Educationis*

- **Assignments:**

- Look closely at the mission and vision statement of your school. Using Church documents, write a one page proposal of what you as school leader need to renew your mission and vision. Describe your plan to do this during this school year.
- Incorporate an essential element of the school's patronal feast in order to more closely unite the school's mission to the particular charism of that saint.

*See you on September 3rd!*

# Resource Page



Don't forget to go to the resource page every month:  
Recordings, slides, assignments will be posted there.  
Sign up for your monthly phone call  
Submit assignments



# Beginning the Year with Vision

Our vision rejects the modern utilitarian view of education's purpose being the development of technical career skills. Instead we have returned to the original purpose of education – now referred to as “classical”. This vision begins with a correct anthropology of fallen but redeemed man and seeks to “draw out” (Latin: educare) what is natural: a desire for wisdom and virtue, which are more conducive to our authentic destiny, the end for which we were created. In short, students are prepared for heaven by building the habits to choose rightly, judging by the intellect after acquiring knowledge naturally through the senses.

The Catholic education we envision seeks a proper balance to academics and catechesis. Our integrated curriculum provides simultaneous intellectual and spiritual formation by immersing students in God's love found both in the complex ordered beauty of the universe and in the authentic fullness of the Gospel of Jesus Christ. Ironically, this integrated “liberal arts” education in excellence not only forms saints, but beholding Truth for its own sake is the best way to develop practical skills as well. For students are “in this world, but not of this world”