

School Leaders Academy



INSTITUTE FOR
CATHOLIC LIBERAL
EDUCATION

Hiring and Retaining Faculty

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School Leadership Academy

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The Mission of My Life

God has created me to do Him some definite service. He has committed some work to me which He has not committed to another. I have my mission. I may never know what it is in this life. But I shall be told in the next. I am a link in a chain, a bond of connection between persons. He has not created me for nothing. I shall do good, I shall do His work.

Therefore, I will trust Him.

Whatever, wherever I am, I cannot be thrown away.

If I am in sickness, my sickness may serve Him.

If I am in sorrow, my sorrow may serve Him. He does nothing in vain, He knows what He is about.

He may take away my friends. He may throw me among strangers, He may make me feel desolate, make my spirits sink. Hide my future from me— still He knows what He is about. St.

John Henry Newman, pray for us!

Hiring for Mission

- Vocation vs. Profession
- Active in faith life
- Philosophy of education
- Understands your renewal efforts

*"Do you want to do a good deed? Teach the young!
Do you want to perform a holy act? Teach the young!
Do you want to do a holy thing? Teach the young!
Truly, now and for the future, among holy things, this is the holiest."*

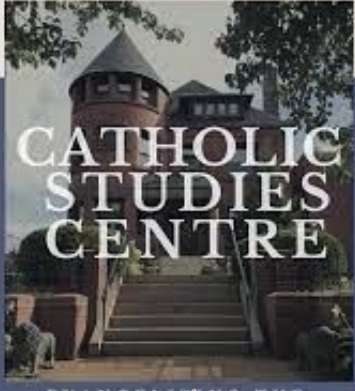
St. John Bosco



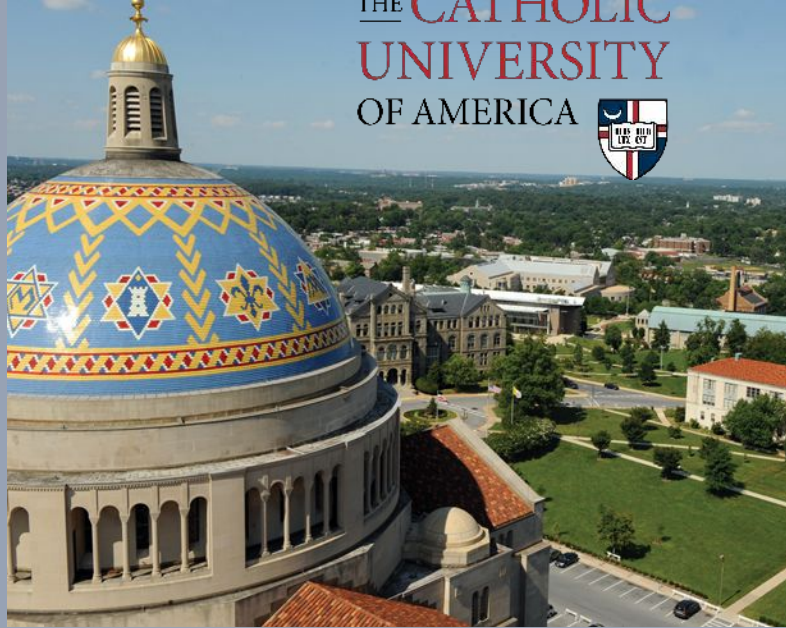
Recruiting



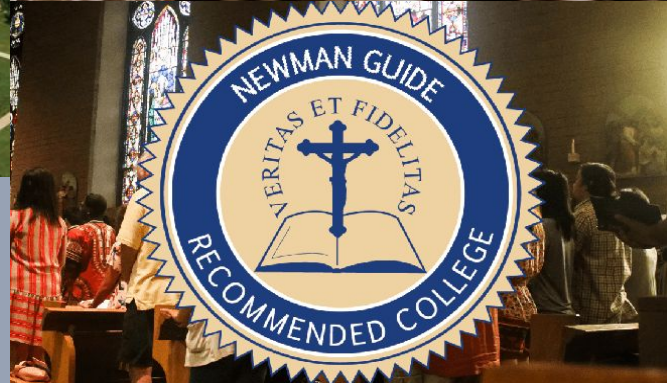
SAINT LOUIS UNIVERSITY



The Honors College
at Belmont Abbey College.

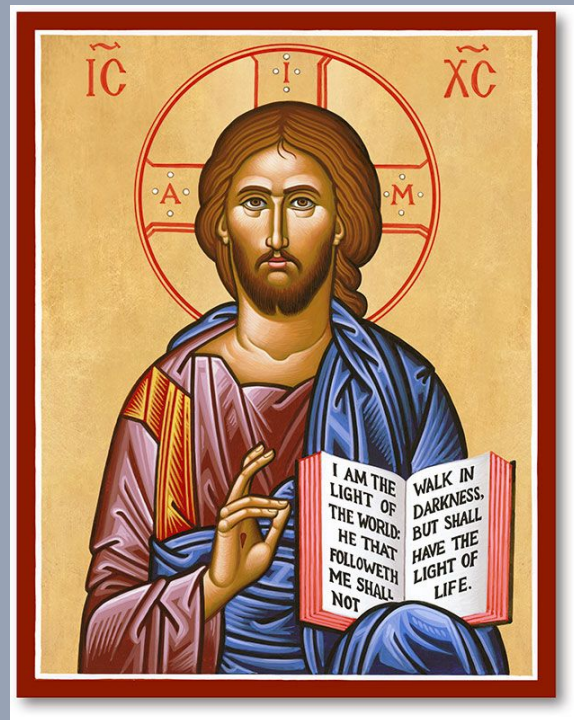


THE CATHOLIC
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What to look for in teachers...

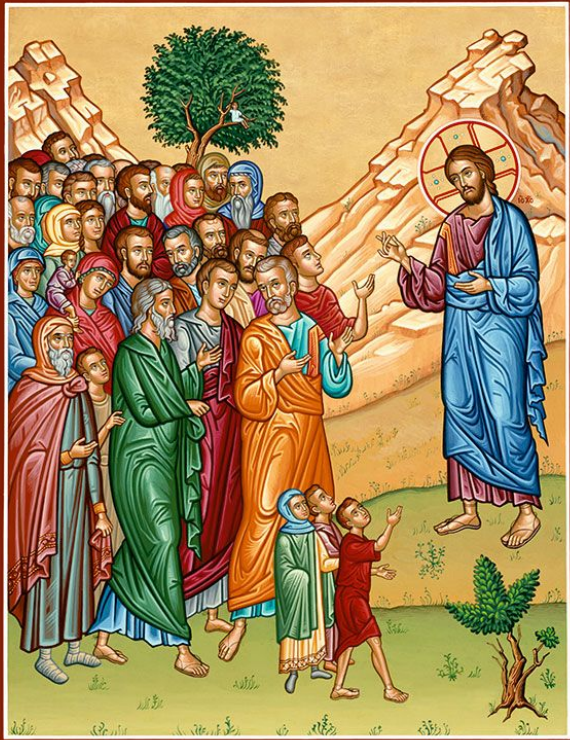
In the Catholic school, "prime responsibility for creating this unique Christian school climate rests with the teachers, as individuals and as a community".(24) *[citing Religious Dimension of Education in a Catholic School]* Teaching has an extraordinary moral depth and is one of man's most excellent and creative activities, for the teacher does not write on inanimate material, but on the very spirits of human beings. The personal relations between the teacher and the students, therefore, assume an enormous importance and are not limited simply to giving and taking. Moreover, we must remember that teachers and educators fulfil a specific Christian vocation and share an equally specific participation in the mission of the Church, to the extent that **"it depends chiefly on them whether the Catholic school achieves its purpose"**.(25)*(citing Gravissimum)*



THE CATHOLIC SCHOOL ON THE THRESHOLD OF THE THIRD MILLENNIUM

http://www.vatican.va/roman_curia/congregations/ccatheduc/documents/rc_con_ccatheduc_doc_27041998_school2000_en.html

What to look for in teachers...



A Vocation, rather than a Profession: *The work of a lay educator has an undeniably professional aspect; but it cannot be reduced to professionalism alone. Professionalism is marked by, and raised to, a super-natural Christian vocation. The life of the Catholic teacher must be marked by the exercise of a personal vocation in the Church, and not simply by the exercise of a profession. In a lay vocation, detachment and generosity are joined to legitimate defense of personal rights; but it is still a vocation, with the fullness of life and the personal commitment that the word implies. It offers ample opportunity for a life filled with enthusiasm. It is, therefore, very desirable that every lay Catholic educator become fully aware of the importance, the richness, and the responsibility of this vocation. They should fully respond to all of its demands, secure in the knowledge that their response is vital for the construction and ongoing renewal of the earthly city, and for the evangelization of the world.*

[THE CALL TO LEAD Educational Leadership According to Catholic Church Documents](#)

What to look for in teachers...



- Love for and relationship with Christ
- Love for and ability to have relationship with children
- Love of learning
- Intellectual curiosity/ desire to keep learning outside their classroom
- Joyful
- Professional
- Confident and humble
- Ability to communicate well and engage parents
- Check social media!

"Catholic education is above all a question of communicating Christ, of helping to form Christ in the lives of others."

St. John Paul II

Retaining Mission-Fit Faculty

- Strong, mission-fit faculty strengthens your school and helps attract new families.
- Honor their profession by ongoing formation and opportunities to come together as a faculty. [Budget \$]
- Respect their autonomy and independence in the classroom.
- Support them in all things, especially in front of parents.
- Be creative with their needs, show them you are willing to work with them to keep them on.
- Give them opportunities to lead outside the classroom: parent nights, book studies, etc.
- Be the example!
- Be joyful with them!

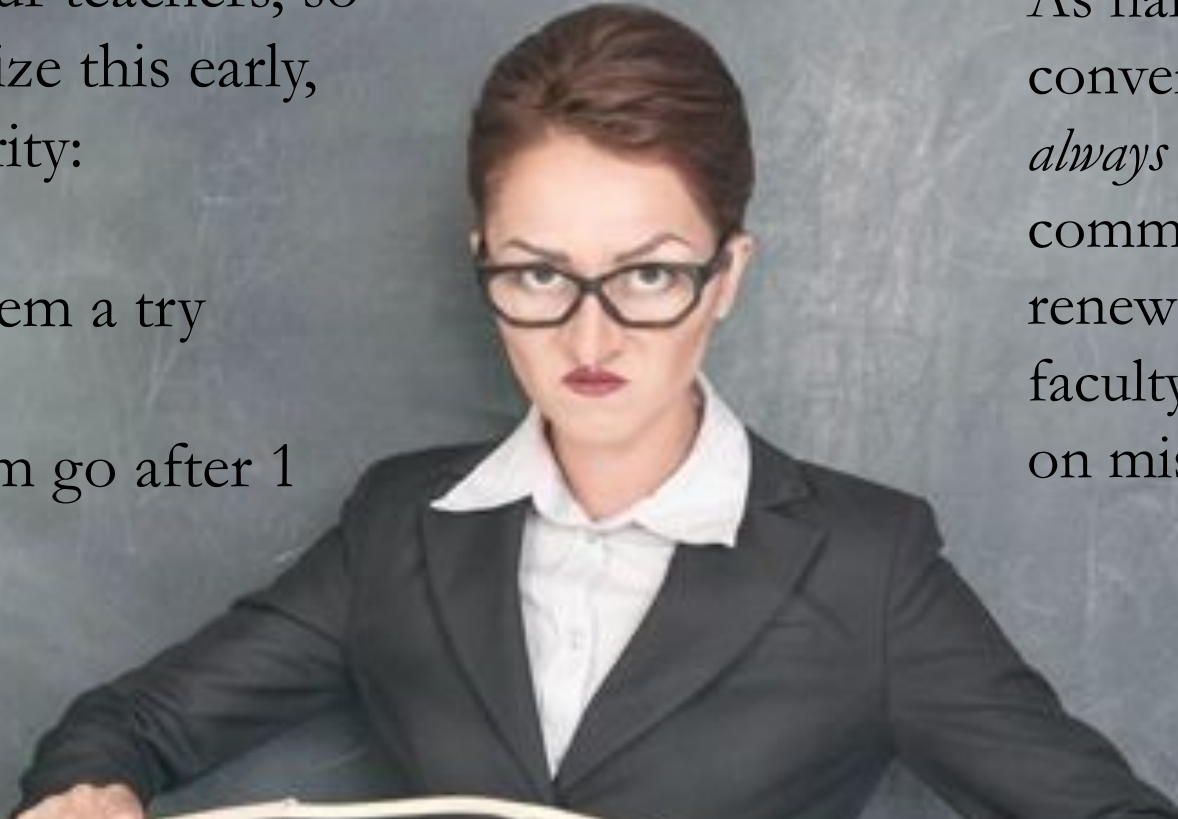


Knowing when there isn't a mission fit

KNOW your teachers, so you recognize this early, and, in charity:

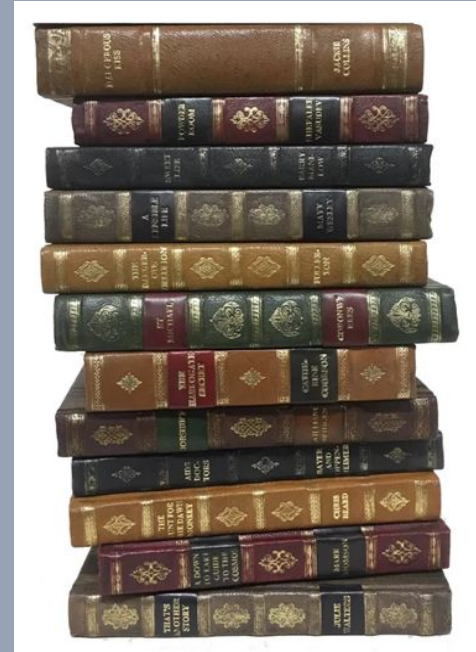
- Give them a try
- Let them go after 1 year

As hard as these conversations are, it is *always* better for the community to not renew contracts of faculty who are not on mission.



Onboarding New Faculty - And Cultivating a *Faculty of Friends*

- Start onboarding early!
 - shadow if possible
 - meet the staff early, invite to school events
 - give them curriculum early
 - supply formative materials (e.g., *Art of Teaching*.)
- Offer summer readings for all teachers
- Have social gatherings, *encouraging other teachers to invite them to social gatherings*
- **Spend time with them**
- New Year
 - Give them a mentor teacher
 - Offer ongoing formation
 - Visit their classrooms often to coach them through areas in which they are weak
- Relationship is key!



“And it is those who desire the good of their friends for their friends sake that are most truly friends.”

Aristotle - *Nicomachean Ethics*, Book VIII

Creating a Faculty of Friends



Aristotle's 3 kinds of Friendship:

1. Friendship of Utility
2. Friendship of Pleasure
3. Friendship of Goodness

“And it is those who desire the good of their friends for their friends sake that are most truly friends.”

Aristotle - *Nicomachean Ethics*, Book VIII

In Summary

- Hiring and retaining quality teachers is the most important aspect of our renewal efforts. “Rigorists?” i.e., demand of yourself to follow mission.
- Do not settle for mediocre teachers- God will provide ...sometimes (often) in the 11th hour!
- Your relationship with the faculty is what sets the culture and mission for creating a faculty of friendship and professionals that are committed to ongoing growth with humility.
- Above all else, faculty must be engaged and committed to living their faith. (HSTCS)

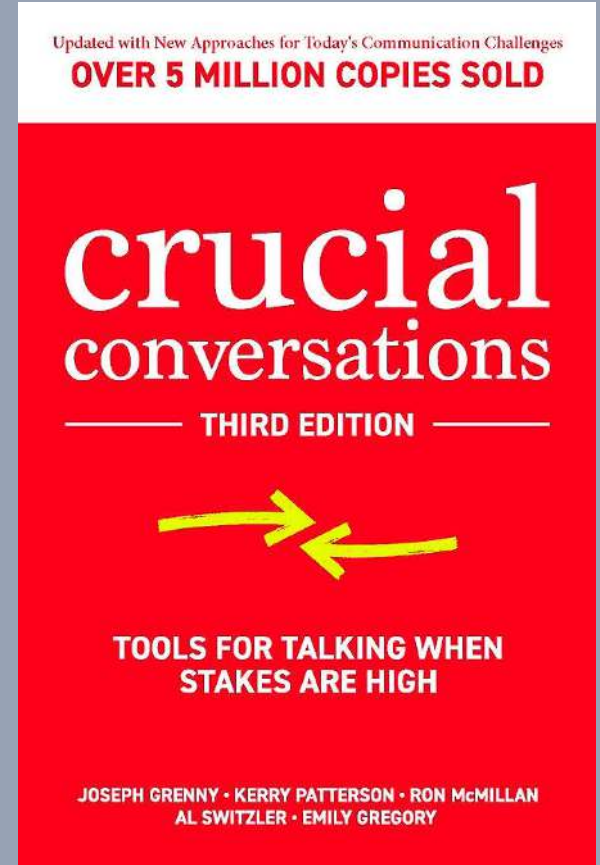


“Hold prayer in high esteem. It is the foundation of all the virtues, and the source of all grace needed to sanctify ourselves and to discharge the duties of our employment.”

- St. John-Baptiste de La Salle

Resources:

- *THE CATHOLIC SCHOOL ON THE THRESHOLD OF THE THIRD MILLENNIUM*
- *THE CALL TO LEAD Educational Leadership According to Catholic Church Documents*
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Homework:

Identify staffing needs for next year as much as possible at this time.

Create list of 3-5 questions you need to ask during interviews to find the right mission fit candidate. We will share these at our next meeting, as there are sure to be some great questions from our cohort that we could adopt into our hiring process.

Due February 20