



CATHOLIC SCHOOLS  
*in the*  
ARCHDIOCESE  
*of* NEW YORK

# Catholic Schools Update for Pastors

REPORTING OUR PROGRESS: SEPTEMBER 2015

## A Message from the Superintendent of Schools

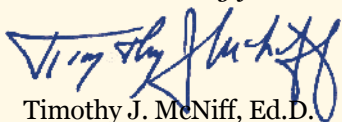
Dear Pastors,

*As we enter our fourth year of regionalization, we have enjoyed many successes and uncovered unforeseen challenges. Based on feedback from regional boards and committees, we recognized the need to repurpose our boards and adjust their focus to the critical areas of finance and fundraising. To that end, we have identified new individuals who are eager to serve with us and streamlined our committees to help us keep Catholic schools affordable and available to every family who desires a Catholic, faith-filled education for their child(ren).*

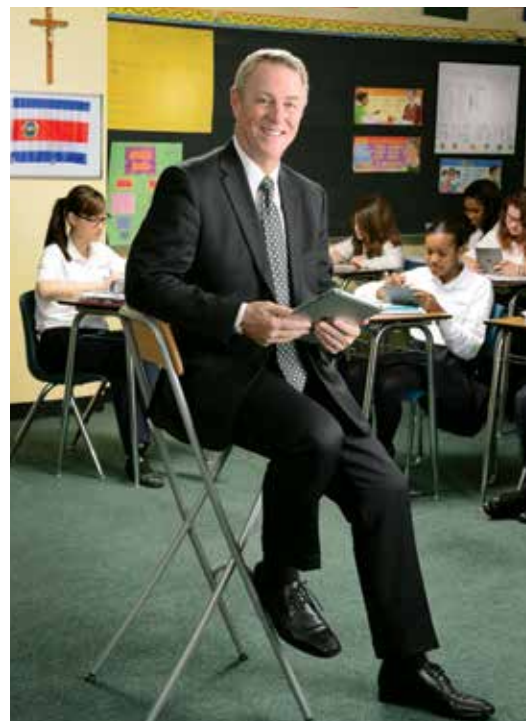
*In the coming year, many regional schools will experience a time of transition and opportunity with new school leadership, as we anticipate 41 schools will open their doors with a new principal for the 2015-16 school year.*

*As we move forward, we will also continue to invest in professional development for our school leaders and, in addition to technology and academic excellence, foster and strengthen Catholic Identity within our schools.*

*I hope this update will provide a greater understanding of the progress we have made through regionalization as our school system stabilizes itself and sets a strong foundation to flourish for years to come.*



Timothy J. McNiff, Ed.D.  
Superintendent of Schools



## REGIONALIZATION UPDATE: New Structure and Focus for Regional Boards

Regional Superintendents and principals work year-round to develop and implement curriculum that strives to infuse the education of all students with the Catholic faith and values. They are supported by centrally-funded programs and Associate Superintendents in the central office, as well as by regional business offices. This should provide the regional boards the opportunity to address the fundraising and financial oversight of the region, in order to ensure the sustainability and excellence of all regional schools. New board members with expertise in finance and fundraising are being brought on to support this shift in focus.

The renewed focus of regional boards on finance, fundraising and development was necessary in part due to an anticipated reduction in revenue for schools as a result of parish realignment, capital improvements and technology upgrades needed for school buildings, and continued requests for more scholarships.

The following tables show the structural shift of regional boards from their present composition to the framework in place beginning September 2015.

### BOARD OF TRUSTEES

Current Structure	New Structure
15-29 members	10-20 members
Chaired by clergy	Chair and co-chair
More than 50% of membership must be clergy	No mandate for clerical majority
Members of the Corporation and Superintendent of Schools	Superintendent of Schools serves as ex-officio

Membership will be slightly reduced to streamline operations and meetings. While encouraged to do so, clergy will no longer be mandated to serve as Chair or comprise the majority of trustees at His Eminence Timothy Cardinal Dolan's direction, as His Eminence does not feel that clergy should lead boards of a fundraising nature.





## COMMITTEES

Current Structure	New Structure
Executive	Executive
Catholic Identity	Catholic Identity
Finance/Audit	Finance/Audit
Program and Strategic Planning	Strategic Planning
Recruitment and Development/Fundraising	Development/Fundraising
Nominating and Governance	
Facilities and Buildings	

Committees will be reduced in line with the reduction in membership. The duties of each committee will be far more clearly-defined in the regional bylaws, particularly in the area of Catholic identity, whose role will be solidified in both importance and specificity.

## CATHOLIC IDENTITY IN OUR SCHOOLS

The Associate Superintendent for Mission Effectiveness Paige Sanchez works with a Catholic Identity Advisory Committee comprised of a Regional Superintendent, a pastor, elementary principals and teachers to help support and give feedback to the work of the Superintendent's Office related to Catholic identity. The Superintendent's Office is in the process of forming a Catholic Identity Committee at the Archdiocesan level made up of pastors to help support pastors' collaboration and engagement in Catholic education.

The preparatory catechesis for the World Meeting of Families, Love is Our Mission: The Family Fully Alive, has informed this year's Values Infusion Program in the hopes that it will help build our school communities' anticipation of the Holy Father's visit to the United States this September and deepen a school climate permeated by the Gospel spirit of freedom, truth and love.

For the 2015-2016 school year, in an effort to add rigor to the ADNY religion exam, we have partnered with educational consultants and publishers Sadlier and Catapult to have both a January midterm and June final religion exam administered to students. In addition, The Sophia Institute for Teachers is writing daily religion lesson plans for grades 3-8 to cover our religion guidelines for the entire school year. Grades 4-5 will be ready in August 2015, and the remaining grades will be complete by August 2016.

The Sophia Institute for Teachers is hoping to continue offering their professional development days to schools in the Archdiocese of New York next year, and also include PD days for high school religion teachers. The institute conducted ten professional development days for elementary teachers in religion this past year.

Over the past year, certification in the Catechist Formation Program has improved. Teachers completing Level 1 rose by 12 percent, while Level 2 certification jumped eight percent. Overall, since last year, 20 percent more teachers have a Level 1 or 2 certification as they enter the 2015-16 school year.

## FINANCIALS

Regionalization ensures that every parish, regardless of whether it has a school or not, is responsible for, contributes to and has a voice in Catholic education in the Archdiocese. An essential component of regionalization is reinvestment, which includes reallocating current resources back into Catholic education while identifying and securing additional funding. Regionalization also moved certain functions from individual schools to regional business offices, including finance, accounting, human resources, marketing and instructional services.

Schools also rely on parishes, the Archdiocese, and grants to make up the shortfall between tuition collections and the actual cost of operating the schools. While regionalization has spread the responsibility throughout all parishes, the Archdiocese still provides a substantial subsidy to maintain high quality education. However, this amount is significantly less than it was before the elementary schools regionalized.

The immediate result, seen on the first-ever audited financial statement published in the July 23 edition of Catholic New York, is a sustainable school system poised to educate children today and in the future, and supported by the Archdiocese, the Superintendent's Office and generous funding organizations supported by the Catholic Education Advancement (CEA) Office. CEA is creating a new development plan for Catholic schools in all nine regions – from grassroots to major gifts, including oversight of the Catholic Alumni Partnership, the School Champions Program, and the Inner-City Scholarship Fund. CEA leadership also serves as a liaison with regional boards and offices to assist in regional fundraising events and all development efforts.





The high school Pro-Life Leadership Day will take place on October 28, 2015 and has been renamed for this year to High School Life and Love Leadership Day to better support our efforts in improving chastity education in our high schools.

### LEADERSHIP IN OUR SCHOOLS

Associate Superintendent for Leadership Steven Virgadamo has worked closely with regional boards this year to identify, interview and develop principal candidates. In addition, a new, streamlined teacher application process now gives principals the opportunity to review candidate profiles online. The “Come Follow Me” marketing campaign generated over 140 school leader applications.

A two-day workshop for new principals in July focused on managing change while simultaneously building a Catholic school culture and influencing literacy in the classroom. In early August, the new school leaders participated in a three-day leadership retreat designed to help each prepare spiritually, emotionally, and organizationally for the challenges of the 2015-16 school year.

While the Archdiocese is certainly losing a wealth of talent, experience and expertise as outgoing principals reach retirement, we are excited to have such an influx of dedicated, energetic and cutting-edge school leaders joining our system in the fall of 2015 and others who have accepted our invitation to prepare to become a future leader in our regional Catholic school system.

### UPK IN OUR SCHOOLS

Parents’ demand for high-quality early childhood education programs continued to rise across the Archdiocese this past year. We responded by working closely with the Mayor’s Office of New York City and state agencies in the upper counties to significantly expand access to free Universal Pre-K (UPK) in our schools. In addition to the 3,200 UPK seats filled in 2014-15, another 2,316 full-day seats will be available in Catholic elementary schools in New York City in 2015-2016. Children in New York City now have the flexibility to take time out during the day to pray or go to Mass. More than 500 seats will also be available in the upper counties in the coming year.

UPK has benefited our schools in a number of ways. Today, 96 percent of our Early Childhood teachers are highly-qualified lay educators thanks to rigid UPK standards, putting our best foot forward with families enrolled in our schools for the first time. Welcoming UPK students into our schools creates a tremendous opportunity to increase enrollment in future years by giving principal’s a chance to demonstrate their school’s value to new families they otherwise might not have had an opportunity to meet.

It is not always easy, but Catholic schools in the Archdiocese of New York are not just surviving; they are thriving. Together, we are supporting our school leaders by embracing new ideas and encouraging them to meet higher standards. Our mutual commitment to Catholic education ensures our schools will continue to innovate and inspire young hearts and minds for years to come.



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