

The North West Catholic Dioceses Training Partnership



The Catholic Leadership Programme 2019 – Formation for Mission

The Catholic Leadership Programme exists to provide a coherent form of preparation for leadership in Catholic Schools. Our intention is to supplement, rather than replicate local or national provision. Underpinning every aspect of the Catholic Leadership Programme is an exploration of personal and professional mission within the context of the Catholic education system. One of the great strengths of the CLP lies in the participation of established senior leaders from our own diocesan schools. They generously contribute their expertise as mentors, their experience to conferences and evening sessions, and provide a variety of settings for school visits. By the end of the programme participants should be able to articulate their personal values and mission and have a better understanding of the distinctive mission of Catholic schools.



In “*Evangelii Gaudium*” Pope Francis cuts to the heart of the Gospel message to young people: They “*need to first know and love Christ...The Church is an agent of evangelisation.... and Catholic schools must always strive to join their work of education with the explicit proclamation of the Gospel....The work of education is a mission that is key, key, key.*”

As a senior leader in a Catholic school therefore you need to be able to:

- demonstrate a clear understanding of the mission of a Catholic school as part of the church’s overall pastoral and evangelising mission to society
- secure the school’s distinctiveness as a Catholic school in the light of this mission
- communicate and share this knowledge of the mission and the vision it inspires with staff, pupils, governors, parents and the parish community.
- ensure that the school can contribute purposefully to social and community cohesion through promoting constructive and inclusive dialogue with the wider community by translating the vision into action.



The Catholic Leadership Programme in 2019 will consist of three main elements:

1. Presentations / Reflection & Development Groups* involving:

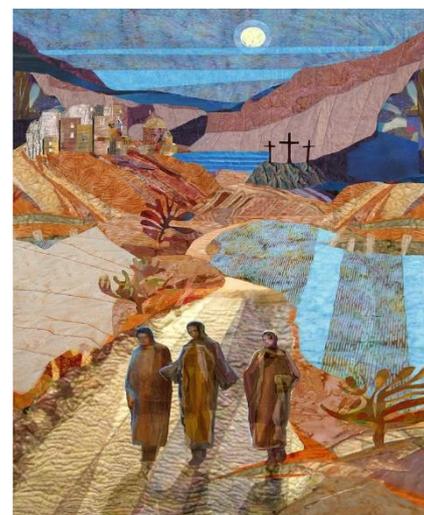
- inspirational speakers and dialogue at each of four evening sessions (plus launch and celebration Masses)
- two residential conferences (spread over two academic years - February and November)
- two one-day conferences designed to consolidate and deepen learning (also spread over two academic years - June and September)

2. Individual work with a Coach/Mentor who will:

- gain an overview of the specific needs of their mentee
- guide their mentee's progress throughout the programme
- facilitate experiential placements which are targeted to the needs of the mentee
- point their mentee towards other CPDF for the future

3. Practical experience through school visits of:

- different leadership styles
- schools with a contrasting intake – e.g. size or demography
- schools/leaders with a particular expertise



** Reflection & Development Groups are groups of 5 to 8 delegates. R & D workshops will take place as part of conference days and during evening sessions offering the opportunity for further discussion*

The programme lasts for one full year January to December (three school terms).

Term 1 – focus on SELF:

“Good leadership is truthful and trustworthy. Leaders can act more confidently if they have a strong sense of their own inner truths and are resolute in upholding positions that may be unpopular but congruent with the leader’s values.”

(“The Reflective Teacher” by Kevin Treston)

Delegates will reflect upon:

- ❖ their own faith experience/spirituality
- ❖ their knowledge and understanding of their faith
- ❖ their own values

Term 2 – focus on CONTEXT:

“Ethos is not something that is ancillary to the other aspects of school life, but it is their foundation stone: every aspect of school life must be rooted in its ethos, from the curriculum to the playground, from the staffing structure to school policies”

(The Most Reverend Malcolm McMahon, Archbishop of Liverpool)

Delegates will explore:

- ❖ how their personal vision impacts on their present school
- ❖ how they would want their personal vision to impact on any future leadership role in a school
- ❖ the distinctive vision/mission of a Catholic school
- ❖ the Catholic nature of a school

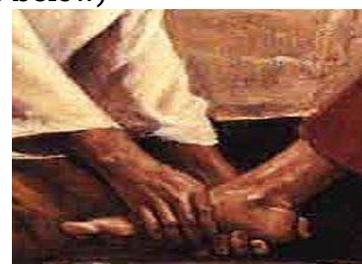
Term 3 – focus on **TASK:**

Leaders in Catholic schools must ensure that “the instruction which is given them is at least as academically distinguished as that in the other schools of the area” (Canon 806 §2 of the Canon Law of the Catholic Church). However, “the requirement to improve the quality of educational provision and pupil achievement needs to be understood and interpreted within the setting of an ethos rooted in the Catholic Church and Gospel values”. (Headteacher Handbook, Archdiocese of Birmingham)

Alongside the presentations and conferences delegates will be asked to:

- take part in school visits in order to clarify their ideas in relation to Catholic leadership
- keep a ‘reflective journal’ to help deepen their learning from the programme
- undertake a group presentation (collaborative work undertaken in Reflection & Development groups based on a theme relevant to context – see below)

“In today’s unfavourable culture, Catholic schools have to be absolutely certain of their mission, which is far wider than a focus on attainment and standards. We have to be able to explain clearly what ethos means” (Sister Judith Russi)



CLP Concluding Reflections:

A 15-minute presentation at the end of the programme will be delivered by each individual group and will be related to work undertaken in Reflection & Development groups. Themes developed during the programme and which may inform the presentations will include:

- **Why do we have Catholic schools?** (History, politics and sociology)
- **The radical mission of a Catholic school.** (inc. preparing for a whole school mission review).
- **Developing a vision for leadership in a Catholic school and translating the vision (‘gospel values’) into action.**
- **What would be the principles underpinning a ‘Catholic Curriculum’?**
- **Catholic schools and interreligious dialogue**
- **Leading a Catholic school in challenging times/ Catholic schools in a secular society.**
- **Developing a spirituality of leadership**
- **What makes leadership of a Catholic school different?** You may wish to be specific and examine one or more of the following: (Moral purpose; pastoral leadership; legal standing; governance; canon law; the ‘common good’; the preferential option for the poor; building a faith community; servant leadership; looking outwards: ministry).
- **Leadership ‘journeys’ and the day to day experience of being a Catholic headteacher** (the personal ‘testimony’ of serving heads).
- **Taking the next step** in terms of: your own personal ‘spiritual journey’/ professional preparation (gaps in CPDF or experience?)/ learning from participation in the CLP/ specific preparation for headship (or the next step in Leadership)?



“If our schools are not a space where another humanity is being created, where another wisdom is taking root, where another society is being created, where hope and transcendence has a place, then we are losing out on making a unique contribution to this historical moment”.

(Pope Francis 2014)

Feedback from delegates:



An aspect of the programme I particularly appreciated was:

- *“...the opportunity to meet others on a similar journey; to share experiences and hopes for the future”.*
- *“...the time to reflect and explore my own personal vision for leadership in a Catholic school. The liturgies were also amazing”.*
- *“...the engaging, inspiring, thought-provoking speakers and the opportunity to meet so many interesting people”.*
- *“...the allocation of a mentor who has given me many insights into Catholic leadership”.*
- *“...the time to reflect and consider my personal vision; to consider my own journey; and to hear truly motivational and inspirational speakers throughout the course”.*
- *“...I was truly inspired by this programme. Thank you”.*

The overall value of this programme for me has been:

- *“I loved every minute of every session of this programme. The speakers were so inspiring. It was real, honest and open, and it has made a real difference in my life. I loved the fact there was so much laughter and I really enjoyed the way the conferences were positive and joyful...no negativity about education, just optimism and hope for the future. I could not recommend this programme highly enough!”.*
- *“It has helped me grow personally in faith. Fantastic for building confidence and understanding of my role as a senior teacher in a Catholic school”.*
- *“Developing clarity in my own vision and purpose. It has inspired me even more to aim for a Catholic leadership role as the whole programme made me feel so positive about the role and importance of future Catholic leaders”.*
- *“Of the utmost value- a re-affirmation of my vocation. This programme has been an opportunity to understand the bigger picture and has made me both proud of and grateful for what we offer. The Catholic vision of education is a beacon of Hope”.*

