

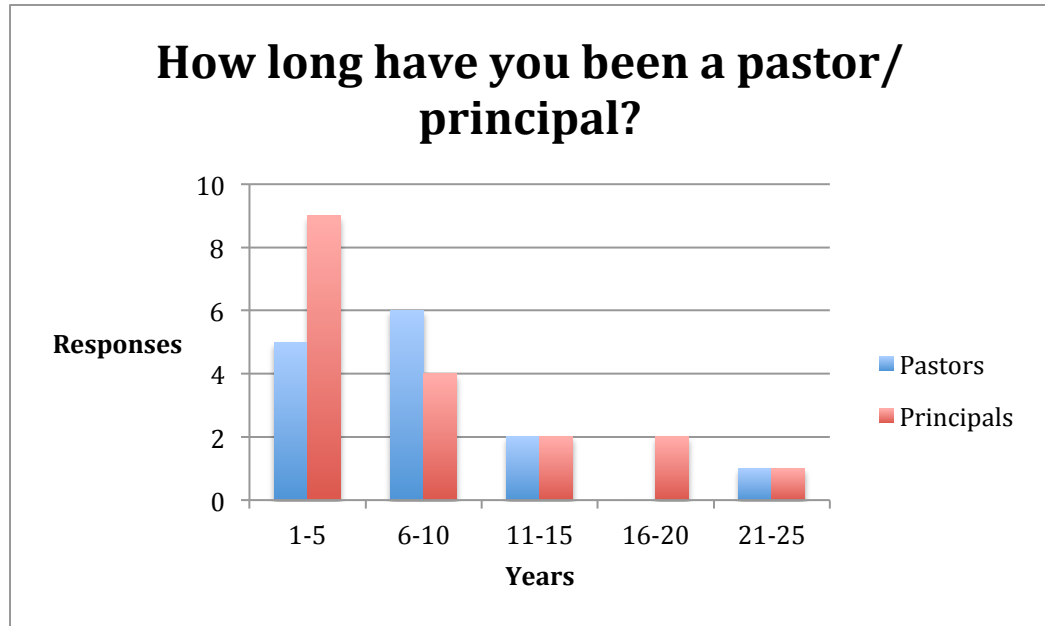
# **Catholic School Leadership Team Initiative, Pre-Conference Survey for Pastors & Principals**

## **Summary of Results October 3, 2014**

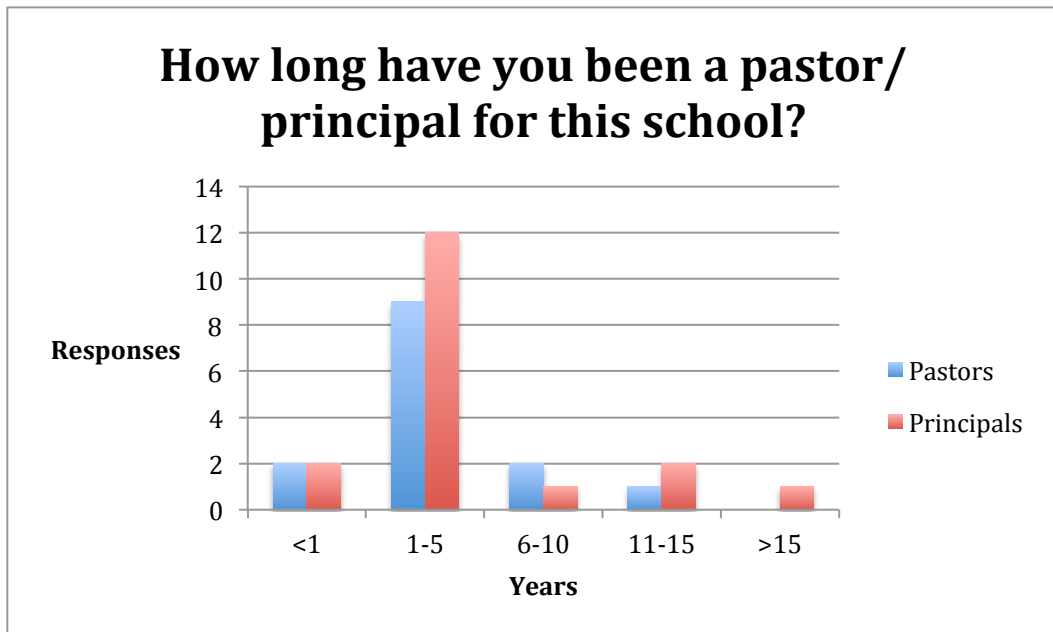
Responses from Pastors: 14

Responses from Principals: 19

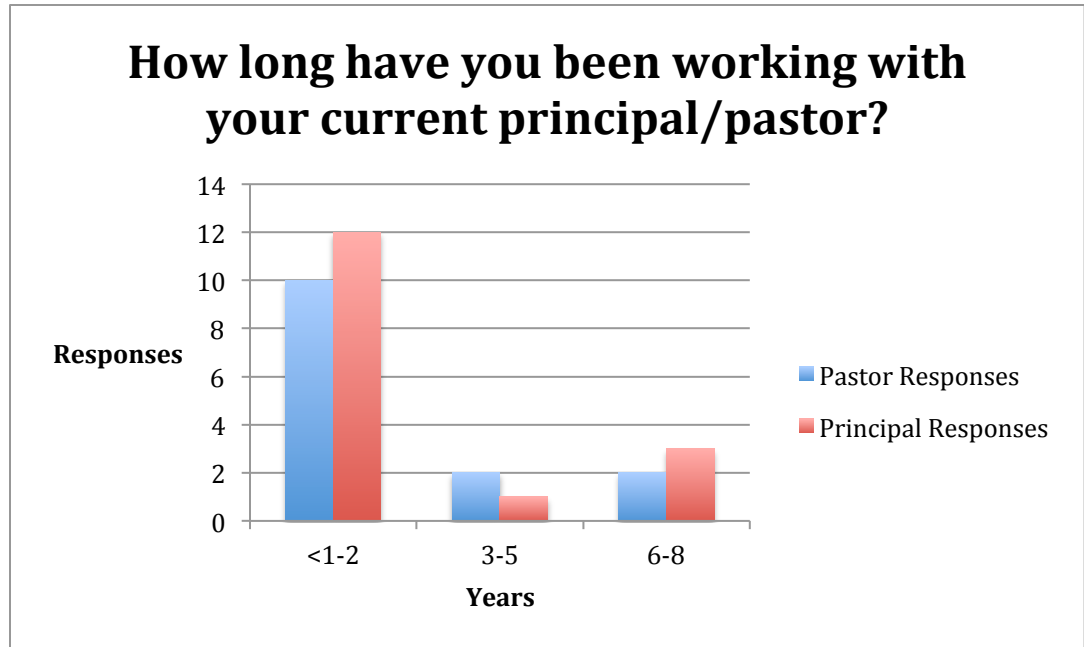
Question 1:



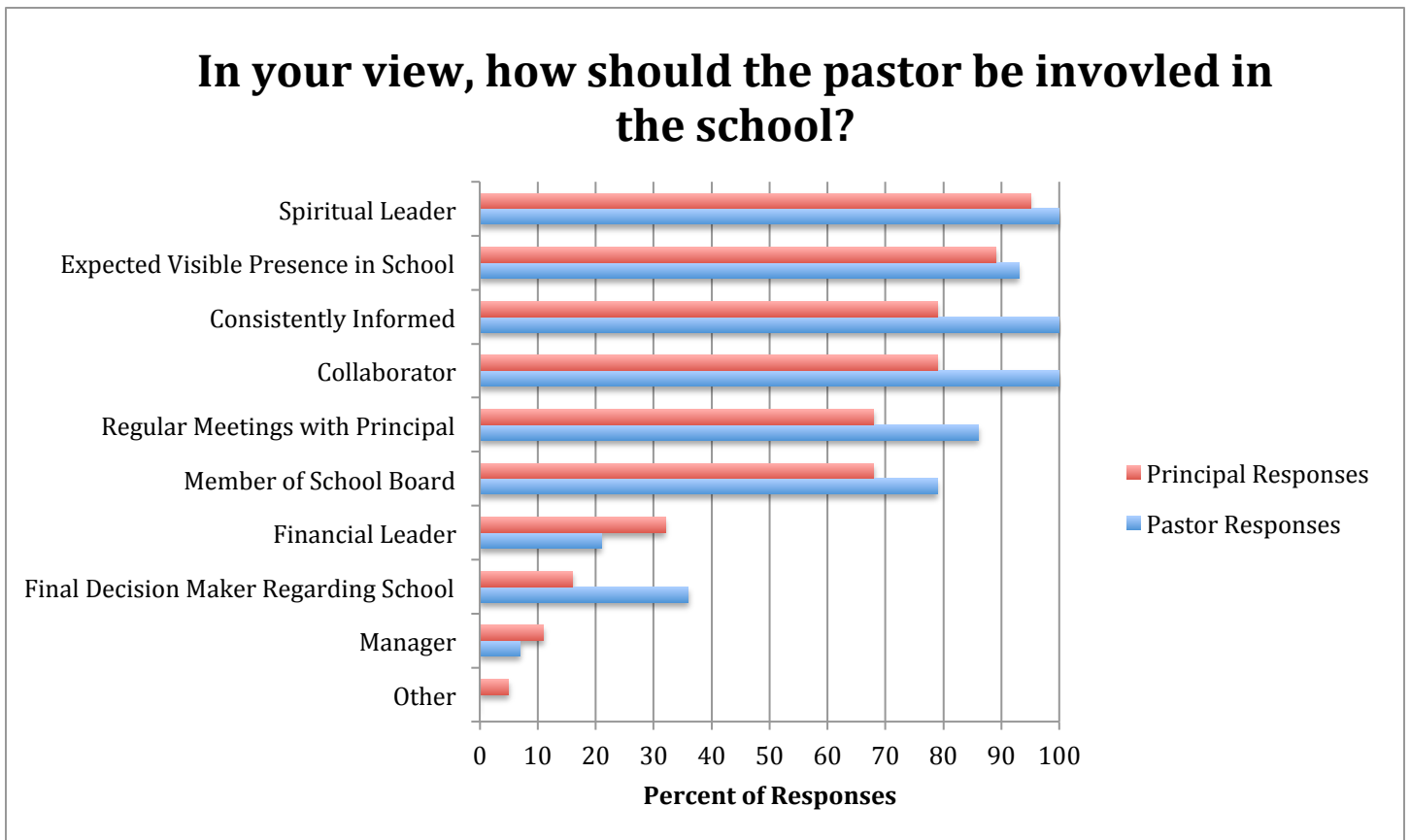
Question 2:



**Question 3:**



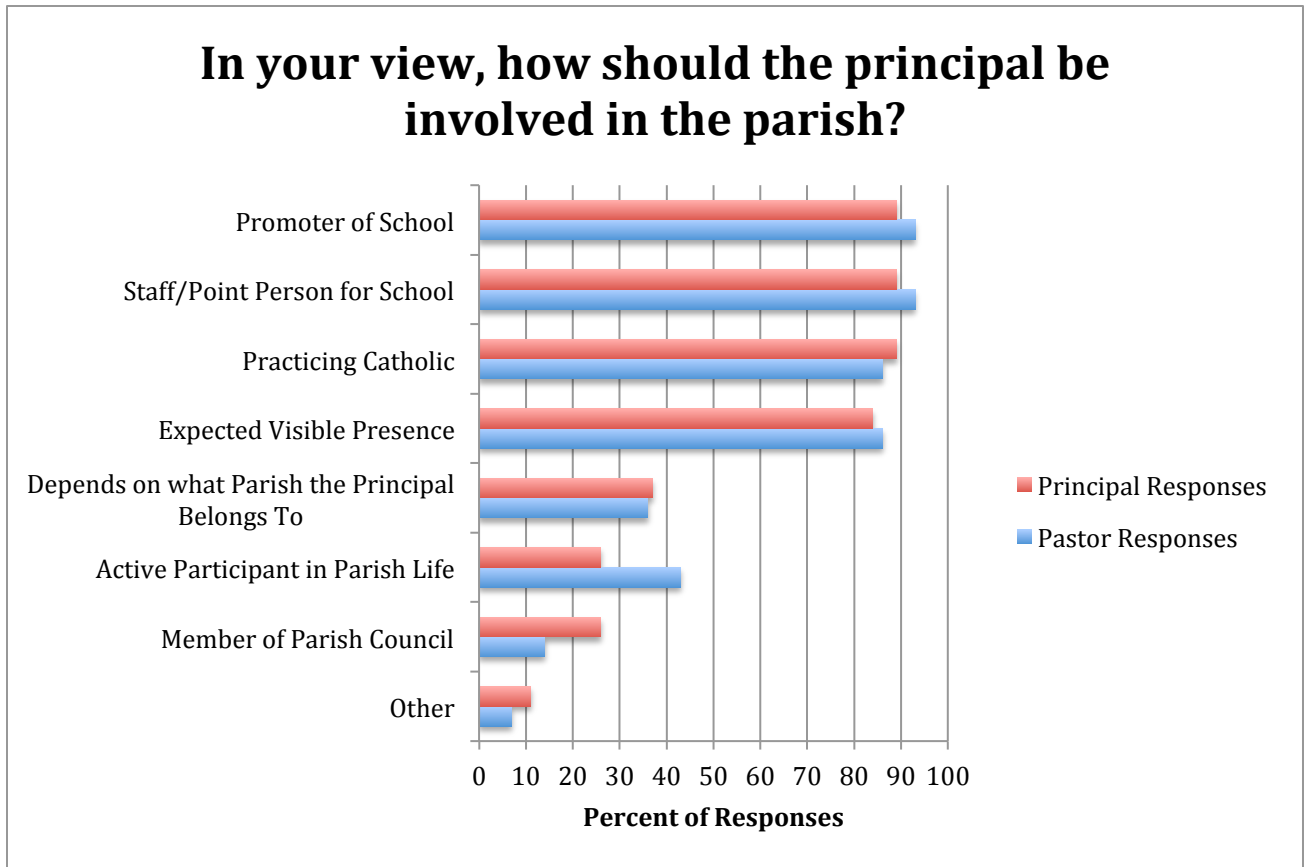
**Question 4:**



**Question 5: Open-ended comments on previous question (In your view, how should the pastor be involved in the school?).**

Pastor Comments	Principal Comments
<ul style="list-style-type: none"> <li>• I'm not an educator by training so I generally defer to the judgment of the principal.</li> <li>• It is good if the Pastor can attend the School Marathon, School activity nights, School concerts, New Family welcome events, School Open house events, etc.</li> <li>• Regarding the ones I did not check. I see the principal as the manager, my business administrator as the financial leader and while for the most part I am the final decision maker, my principal has the freedom to make some hires with me pretty much just rubber stamping them. i.e. Our technology vendor, a long term sub, etc.</li> <li>• "Financial leader" includes -- and ought to -- the role of "fundraiser in chief".</li> <li>• The pastor should be engaged in all of these areas.</li> </ul>	<ul style="list-style-type: none"> <li>• We have a board of directors that is the governmental body for the school. Although all five pastors of the five founding parishes or their designated representatives are asked to sit on the board- they do not have any more influence than any other member of the board. The principal works with the President in making decisions and does not have full authority to make decisions for the school. With the President position changing hands next year, there may be little power held by the principal.</li> <li>• How does this/should this look and work for a consolidated school with a rotating canonical leadership (3 year terms) coming from multiple parishes?</li> <li>• As the leader of a parish the pastor has a direct influence on the culture and direction of all parish ministries. Father's presence and support through word and action are essential.</li> </ul>

**Question 6:**

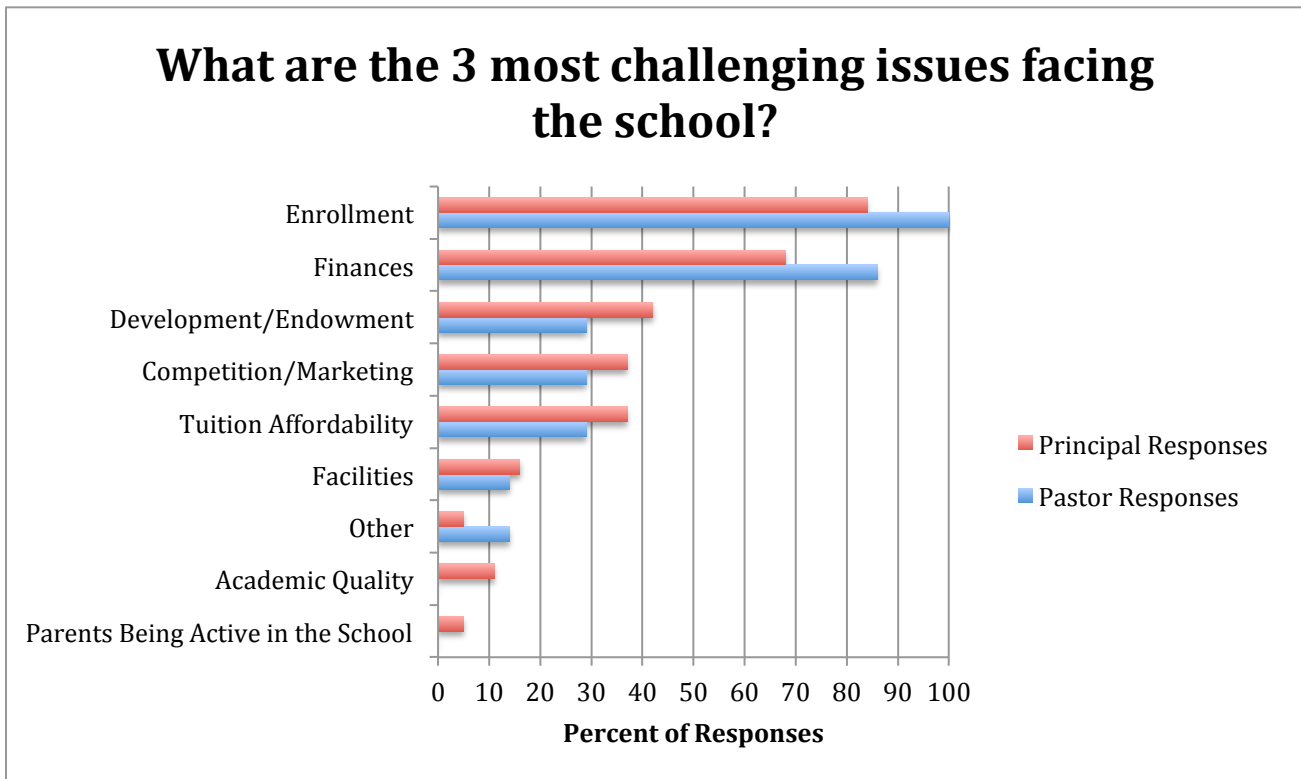


**Question 7: Open-ended comments on previous question (In your view, how should the principal be involved in the parish?)**

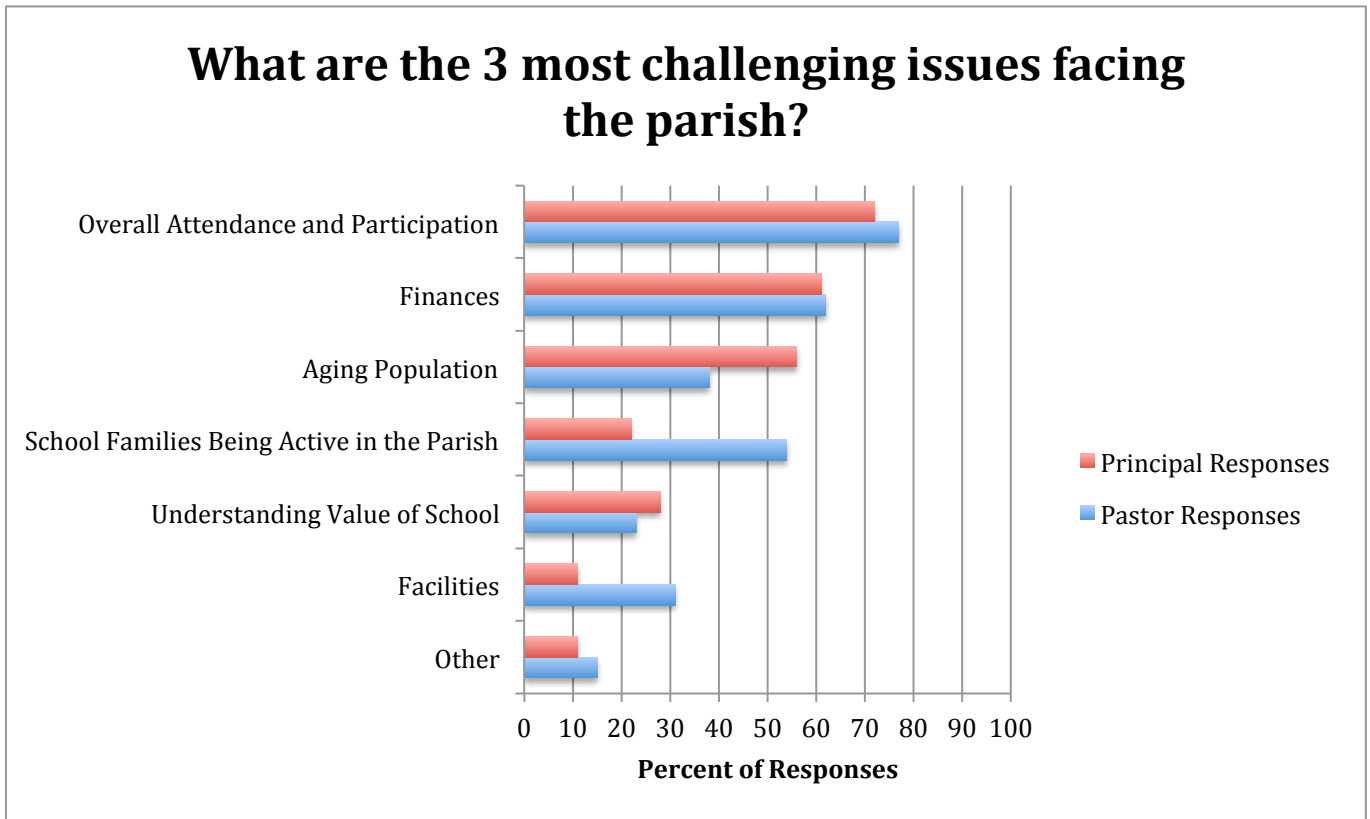
Pastor Comments	Principal Comments
<ul style="list-style-type: none"> <li>My principal is not a member of the parish. It seems to work for our situation. I have been at a parish where the principal was a visible, active parishioner and that worked really well in that situation.</li> <li>Our Principal is a non-voting member of the Parish Council, similar to the non-voting membership on the Parish Council of the Pastor, Business Administrator and 1 of the Parish Trustees.</li> </ul>	<ul style="list-style-type: none"> <li>From what I have read, the principal should be involved in the day to day operations of the school, working on curriculum, but the majority of the time should be spent working with teachers and students and the data to make sure excellence is happening and everyone is doing what they are expected to do and that they have enough support to do their jobs well.</li> <li>How does the principal/school staff relationship to parish work/look with a</li> </ul>

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| <ul style="list-style-type: none"> <li>• The School is not a parish school; it's a regional Catholic school sponsored by four parishes. That's why I don't expect the principal to be a member of the parish council.</li> <li>• Principal is a parishioner at another parish.</li> <li>• Annual review of the school for finance councils and pastoral councils of all three parishes.</li> <li>• My principal is engaged in our parish even though it is not her current parish of affiliation at this time. She grew up in Sacred Heart Parish, is an alumna of our school, and her parents are longtime active members of our parish.</li> </ul> | <p>multi-parish consolidated school? If there are standard of best practice?</p> <ul style="list-style-type: none"> <li>• Collaboration with other department heads builds unity. A school leader needs to understand the mission and goals of the parish, and must support the work of all ministry areas through word and action.</li> <li>• If we are not in our home parish in our leadership role, expecting us to be active in our school parish outside of our regular duties and events (especially if there are multiple parishes) is too taxing. We have parish obligations to our home parishes, families, continuing education...</li> </ul> |
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**Question 8:**



**Question 9:**



**Question 10: Open Ended Comments on Previous Two Questions (What are the 3 Most Challenging Issues Facing the School/Parish?)**

Pastor Comments	Principal Comments
<ul style="list-style-type: none"> <li>• We have a generation that did not grow up in Catholic schools and do not understand the benefit of sending their children to Catholic schools.</li> <li>• Some of our School parents are not Catholic, or they attend other Catholic parishes nearby that don't have a School, or they don't actively practice their Catholic faith or any Christian faith. This is a growing challenge. It seems that I only see about 25% of our School students and their parents regularly at Sunday Mass.</li> <li>• Our parish is very strong, and</li> </ul>	<ul style="list-style-type: none"> <li>• We have five founding parishes each with its own challenging issues. There is no written agreement about how or if these parishes should continue their support financially or spiritually with the school. It depends on the commitment level of the individual pastors and can change when the pastor changes.</li> <li>• Difficult questions to answer, as all are factors in the present and future planning for the school. We are working with three parishes that will answer differently about their three greatest</li> </ul>

<p>contributes (most willingly) over half its offertory income in support of the school. Our school is 80% free and reduced lunch eligible kids, so the mission is clear and the challenges are daunting!</p> <ul style="list-style-type: none"> <li>• Our school is a key ministry of our parish. But Catholic Schools in general, while being one of the best ways to pass on the faith to the next generation, is struggling to do this well, the same is true at Sacred Heart. While we attract families to our parish because of our school I believe we struggle at Evangelizing all of them to be more active members of our parish. Over coming the consumer culture is a challenge.</li> <li>• The key question for me is the substitution of education for formation into Catholic parish life. The more we see Catholic schools as only for educational purposes as distinct from greater participation in parish life, the more difficult it will be to engage interest in supporting Catholic Schools by parishioners. We tend to create two communities now (school and parish) both advocating for the same limited resources. When parishioners see how much of parish resources goes into maintaining schools but they don't see school parents and their children active in parish life, they begin to wonder whether this is a good use of parish resources.</li> </ul>	<p>challenges, with one of the three facing very different questions (Latino Ministry, Disparate Parts of Parish/community Life). Finances and connection/value of the school would be common to all three parishes, though expressed or discussed in very different terms and given different priority.</p> <ul style="list-style-type: none"> <li>• It would be great if the pastors spoke about the importance of sending children to the Catholic school during the Sunday services or in their communications. People need to hear it more than the Mass for Catholic Schools Week.</li> </ul>
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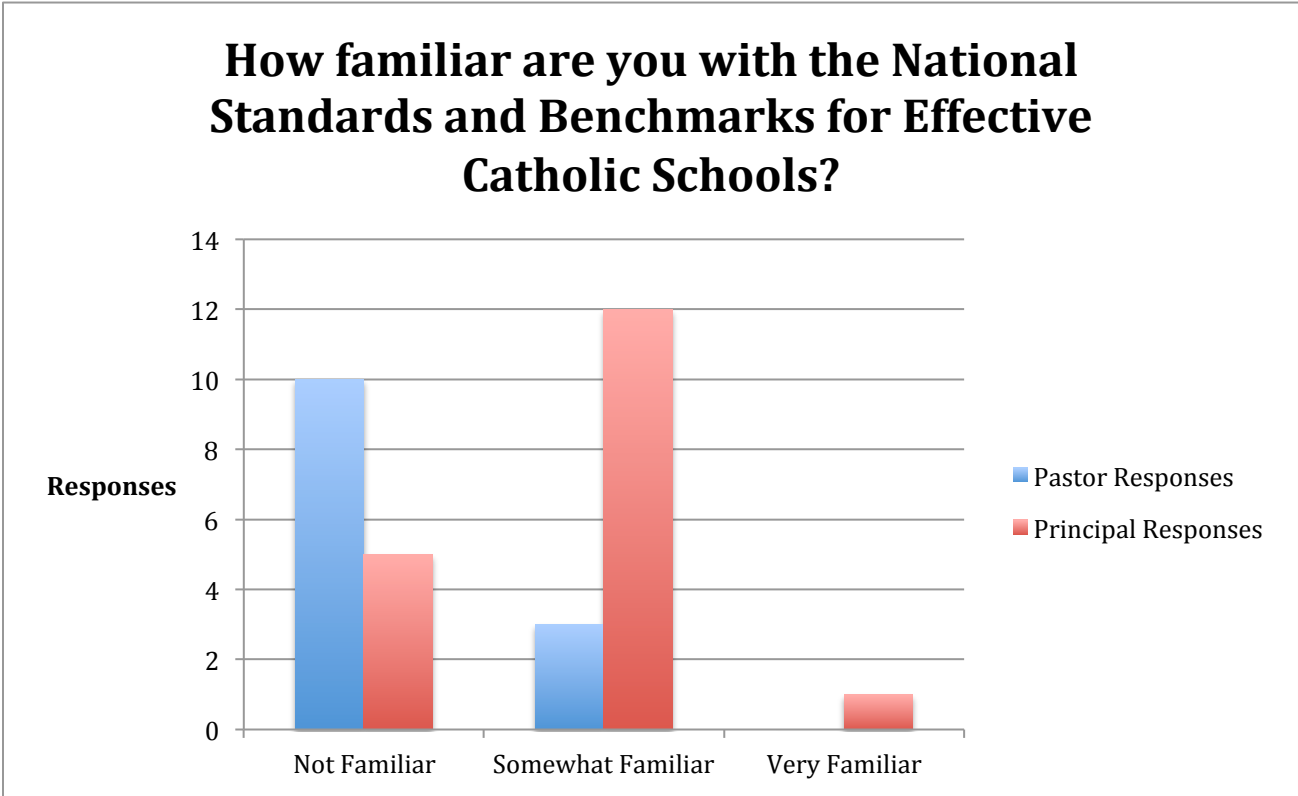
**Question 11: What would you like the Pastor/Principal to know more about your work as a Principal/Pastor?**

<b>Pastor Comments</b>	<b>Principal Comments</b>
<ul style="list-style-type: none"> <li>• I spend too much of my time thinking about finances.</li> <li>• That I appreciate when I am kept</li> </ul>	<ul style="list-style-type: none"> <li>• I would like to know what commitment each pastor is willing to stand by to support our school and how dedicated</li> </ul>

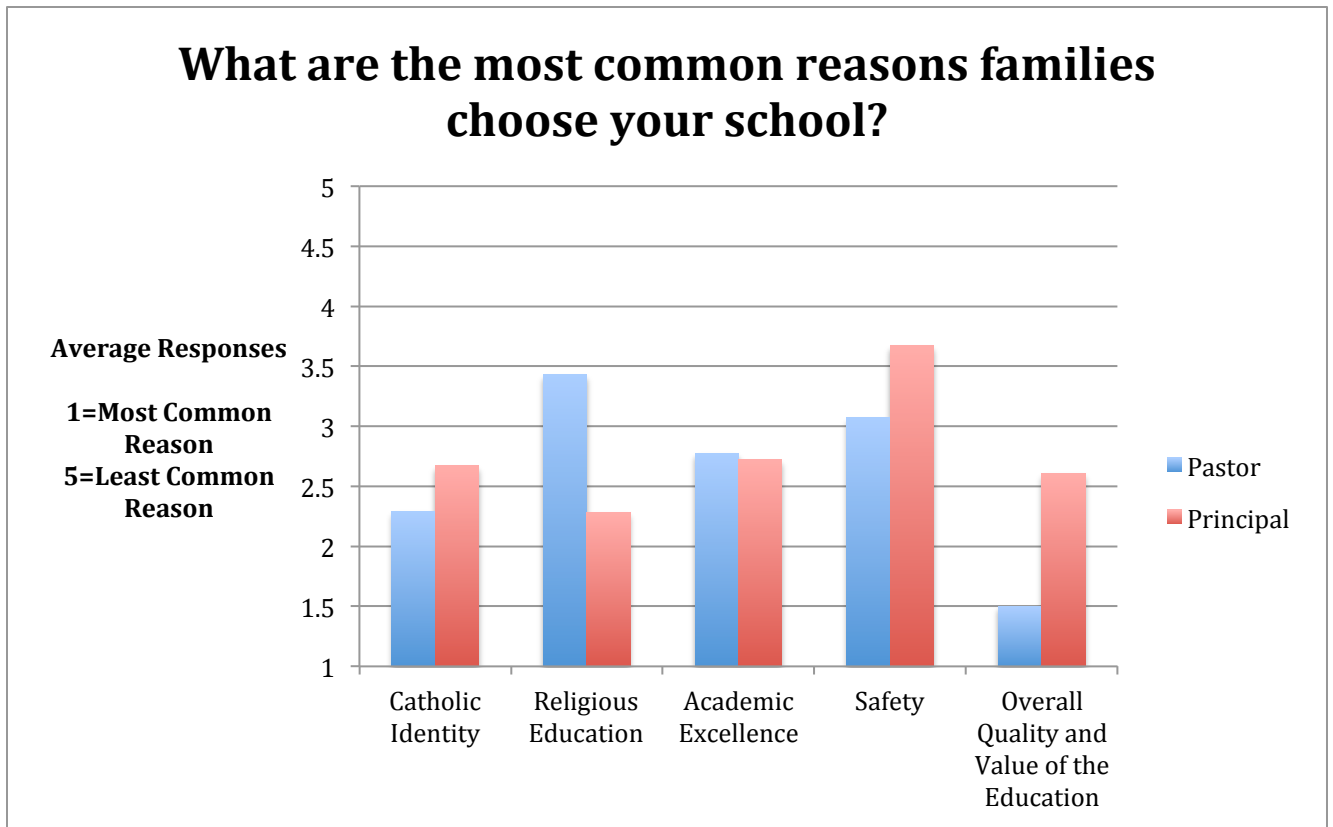


<p>informed of what is happening in the School. I am better able to do my work as a pastor if I am kept in the loop about School events, issues, successes and questions.</p> <ul style="list-style-type: none"> <li>• I value our school. I want us to be forming disciples.</li> <li>• I believe that he already does know what I would wish him to know, as we collaborate closely and regularly.</li> <li>• We are less well staffed then the school, and the school tends to have more professional lay involvement which limits our ability to keep the parish a growing community of faith.</li> <li>• We meet weekly and are on the same page.</li> <li>• I have great confidence in my principal, and believe that she recognizes the work I do as pastor.</li> </ul>	<p>are they to the dual immersion program.</p> <ul style="list-style-type: none"> <li>• Principal's job is multi-faceted. To have trust in the principal - he/she knows finance, marketing, hiring, evaluating, etc. Work collaboratively with not top down model.</li> <li>• I believe Father understands both the challenges and the joys of a school leader.</li> <li>• I enjoy my role as a school leader. I enjoy the faith based education we are providing to the children. I feel supported by the pastors I am working with currently.</li> <li>• The challenge of balancing work and family. This is a job, not my life.</li> <li>• I would like my pastor to see how much work goes into the daily operation of my school. This is in addition to all the other facets of my job.</li> </ul>
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**Question 12:**



**Question 13:**



**Question 14:**

