



ARCHDIOCESE  
OF  
SAINT PAUL &  
MINNEAPOLIS

St. Paul, Minnesota

# Director of Catholic Education and Superintendent of Schools

Search Prospectus

July 2026



30,000+ SCHOOL  
STUDENTS



185 TOTAL  
PARISHES



76 ELEMENTARY  
SCHOOLS



17 HIGH  
SCHOOLS



20,000+ K-12  
IN FAITH FORMATION



2411 BAPTISMS  
AGES 1-17



5,736 FIRST  
COMMUNIONS



5,064  
CONFIRMATIONS



13:1 STUDENT-TO-  
FACULTY RATIO



LUMEN  
ACCREDITATION



\$30M H.S. FINANCIAL  
AID AWARDED



9,037 FINANCIAL AID  
RECIPIENTS



## **Archdiocesan Mission Statement**

Sent forth in the Holy Spirit to make Jesus known and loved.

## **Archdiocesan Overview**

Established as a diocese in 1850 and elevated to an archdiocese in 1888, the Archdiocese of Saint Paul and Minneapolis today serves the twelve-county greater Twin Cities metropolitan area. The Archdiocese is home to 185 parishes and 89 Catholic schools, forming one of the largest Catholic educational systems in the United States.

Education has long been central to the mission of the Church in this community. That commitment took root in 1851, when Bishop Joseph Cretin invited the Sisters of St. Joseph to lead the first girls school in Minnesota. From that original vision has grown a comprehensive network of parish, regional, and private Catholic schools serving urban, suburban, and rural communities, sustained by generations of faithful leadership, dedicated educators, and devoted benefactors.

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As chief shepherd of the Archdiocese, the Archbishop bears a particular responsibility for the vitality, quality, and Catholic identity of its schools and parish catechetical programs. In partnership with pastors and school leaders, the Director of Catholic Education and Superintendent of Schools serves as the Archbishop's principal educational leader, advancing a shared vision of excellence and ensuring that Catholic schools and parish catechetical programs remain strong, accessible, and mission-driven.

The Office for the Mission of Catholic Education is the expression of the Archbishop's ministry as a teacher and his responsibility for Catholic education in the Archdiocese. Guided by a commitment to solidarity and subsidiarity, at the heart of his work is a deep care for maintaining the bonds of charity that unite the Christian faithful and for ensuring that the truth of the Gospel is handed on whole and integral. Catholic schools and parish catechetical programs are a key and core means of ensuring this responsibility. Under current leadership, the Archdiocese has strengthened system-wide quality and coherence in Catholic schools through shared accreditation, leadership formation, improved governance practices, and a renewed emphasis on Catholic identity. These efforts have fostered collaboration, restored trust, and positioned Catholic schools for long-term vitality amid complex demographic and educational realities.

The next Director of Catholic Education and Superintendent of Schools will encounter extraordinary commitment and expertise among pastors, heads of schools, parish catechetical leaders, staff, and volunteers, along with deep pride in the accomplishments of Catholic schools and parish catechetical programs across the Archdiocese. At the same time, the role presents important opportunities to sustain affordability, form and retain mission-aligned leaders, navigate enrollment shifts, discern growth and consolidation, advocate for school choice, and advance academic excellence, faith formation, and discipleship. The Archdiocese seeks a leader prepared to steward this moment with wisdom, courage, and a collaborative spirit, strengthening Catholic education for the good of the Church and the children and families it serves.





## Excellence in Catholic Education

The following policies are designed to assist Catholic schools in providing an integrated Catholic education for their students. An integrated education means that when the educational experience at a school is taken as a whole, the Catholic school has attended to each of the essential dimensions of a child's development outlined here in a comprehensive, ordered and unified way:

### Academic Achievement and Integration

Catholic school students demonstrate mastery of a rigorous academic curriculum. The core subjects studied at each grade level emphasize skills, aptitudes and knowledge that are coherently related to one another and grounded in faith and reason. By rigorously developing their intellectual gifts, Catholic school students have a love for learning, look upon the created world with wonder and awe, and are well prepared for life.





### **Virtue Formation and Human Development**

Catholic school students have a clear vision of human flourishing. They know how to find happiness and live as mature Christians. The supernatural strength of Christian virtue builds upon and elevates the natural human development of mind and body to make it possible for students to reach their full potential. Animated by the intellectual and moral virtues, Catholic school students are strengthened to choose to become who God has made them to be and, in doing so, fulfill the deepest desires of their hearts.

### **Spiritual Life**

Catholic school students are growing into a mature spiritual life based upon a personal relationship with Jesus Christ whom they know and love. The relationship originates and is nourished in the sacramental and liturgical life of His Church. As love for God grows, so does a desire to reorient all of life to Him. With a strong faith, Catholic school students find in God their ultimate meaning, happiness and purpose.

### **Apostolic Discernment**

Catholic school students understand that they are a part of the universal call to holiness and have been given unique gifts to build up the Kingdom of God. By discerning God's calling in their lives to serve Him in a particular vocation, they contribute to the good of society through holy families, the priesthood, religious life, meaningful work and good citizenship.

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## Parish Catechesis

Parish catechetical programs are an integral part of the educational mission of the Archdiocese. Leaders and over 3,000 volunteer catechists assist parents in forming children and young people as disciples of Jesus Christ through systematic formation, prayer, and sacramental preparation. Parishes in the Archdiocese utilize a wide variety of methods in this effort including Catechesis of the Good Shepherd, traditional classroom models and family formation. The Office for the Mission of Catholic Education provides support and leadership to parish catechetical leaders through new and ongoing leader trainings and guidance on catechetical policies, curriculum, and resources.



## Position Overview

The person in this position is to articulate and promote the Vision, Mission and Purpose of the Catholic school and parish catechetical programs in the local Church. This involves building a Catholic culture that forms children and young people in the dignity of the human person; providing an integrated vision of faith and reason that responds fully to all capabilities of a person; and articulating these base principles to Catholic schools and parish catechetical programs and living these principles while providing training and resources in support of the formation of educators and other leaders. In this role, the Director of Catholic Education and Superintendent of Schools has responsibility to advance Catholic education for Catholic schools, parish catechetical programs for K-12 students, and the Archdiocese's homeschooling communities.



## Essential Duties & Responsibilities

- Initiates and completes a strategic planning process for the Office for the Mission Catholic Education with the goal of identifying objectives, goals and a timeline for expansion
- Develops competencies to share base principles and best practices in our schools and parish catechetical programs that address the value, purpose and strategies in Catholic education
- Designs and develops staff core competencies
- Advises schools on available support resources and alignment with best practices for excellence
- Creates a profile for faculty, staff and administrative roles consistent with documents on Catholic education and provide training to schools on hiring for the mission
- Provides ongoing formation for administration, faculty, pastors and other school leaders in each of the core competencies
- Creates a vision for integration thoughtful and meaningful technology use within the Catholic schools
- Builds community among parallel Catholic education offices with other dioceses within the province of Minnesota and the Dakotas
- Partners with community leaders to develop plans for tuition assistance, formation institutes and other critical projects
- Assumes other duties as assigned/directed



## Professional & Personal Qualifications

- Must be an active practicing Catholic and incredible witness with knowledge and understanding of the Roman Catholic Church, its structure and the ministries within the Offices of the Catholic Center
- Excellent communication skills, both verbal and written
- Ability to exercise discretion, good judgment and initiative
- Demonstrated proficiency with Microsoft Office
- Ability to prioritize, multi-task and meet deadlines with minimal supervision
- Diplomatic, tactful and discreet especially when dealing with confidential matters
- Ability to work in collaboration with others
- Strong interpersonal skills
- Proficiency in coaching and conflict management
- Bachelor's degree in a related field
- Master's degree in Education with a minimum of 12 additional graduate hours In Theology or Religious Studies/Education is preferred
- A minimum of eight to ten years of experience as a school superintendent, principal or comparable leadership role in education administration, preferably within ecclesiastic institutions

## Compensation & Benefits

Starting Salary Range: \$180,000-\$240,000

- Full-time position benefits:
- Medical and dental benefits
- 403(b) retirement fund with 3% employer match
- 16 paid holidays
- 3 personal days, 7 sick days, 15 vacation days



## Opportunities & Challenges

- Build upon a foundation of trust and credibility by sustaining strong relationships with pastors, other school leadership, and Archdiocesan leadership while guiding the system into its next phase of growth and maturity
- Lead a cohesive, system-wide vision of Catholic school quality and excellence by fully integrating Lumen accreditation, the Catholic Schools Study, and shared policies into a unified framework for continuous improvement
- Strengthen the formation, recruitment, and retention of mission-aligned Catholic school leaders by advancing a comprehensive, end-to-end talent strategy that supports principals and teachers at every stage of their vocation
- Serve as a prudent and pastoral steward of the school system by guiding enrollment planning, potential expansions, and school consolidations with clarity, compassion, and sound judgment amid shifting demographic realities
- Deepen Catholic identity across schools through integrated curriculum, catechetical leadership, and authentic witness, ensuring that faith formation remains central to academic excellence and school culture
- Lead and empower a highly capable, experienced Office for the Mission of Catholic Education team by aligning strengths, clarifying priorities, and fostering collaboration across departments and with external partners
- Expand collaboration with foundations, national partners, and Archdiocesan offices to leverage shared resources, strengthen financial sustainability, and advance innovation in Catholic education
- Model steady, relational leadership that balances continuity with thoughtful innovation, honoring the renewal already underway while positioning Catholic schools for long-term vitality and mission impact



## About the Area

The Twin Cities of Saint Paul and Minneapolis form a dynamic metropolitan region known for its involved civic life, rich cultural diversity, and high quality of living. Along the Mississippi River, the region features historic neighborhoods, strong cultural institutions, professional sports, and a nationally recognized park system. With world-class theaters, museums, universities, and a diverse culinary landscape, the Twin Cities provide both the energy of an urban center and the accessibility of family-friendly communities.

The region consistently ranks highly for educational attainment, workforce participation, and lifestyle. Strong public infrastructure, abundant green space, and access to lakes, trails, and seasonal recreation contribute to an exceptional quality of life for individuals and families alike.

The Catholic faith is a visible and formative presence across the Twin Cities. The Archdiocese of Saint Paul and Minneapolis serves a large, engaged Catholic population supported by a strong network of parishes, schools, and ministries. Catholic institutions have played a formative role in the region's spiritual, educational, and social life for generations. The Archdiocese reflects the cultural and ethnic diversity of the metropolitan area, including growing Latino and immigrant communities, and is marked by a renewed sense of collaboration, vitality, and mission. Together, faith, education, and community life converge to make the Twin Cities a compelling place to live out a Catholic vocation and serve the Church in leadership.



## Application Procedure

To apply, please submit the following four documents as separate PDF attachments.

- Cover letter that aligns your experiences and skill sets with the current needs of the archdiocese as you understand them.
- Current resume with all appropriate dates included.
- Statement of Catholic educational leadership philosophy.
- List of five references to include names, relationships, phone numbers, and email addresses (No references will be contacted without your knowledge and approval).



**APPLY NOW**



*Interested in this opportunity? Contact:*

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