

“Be Examples to the Flock...”

1 Peter 5

Faculty and Administration Orientation 2010,
Archdiocese of Seattle

Most Reverend Joseph J. Tyson, D.D., Auxiliary Bishop

Genesis of this Orientation

- Pilot program for existing faculty and administrators
- New Teacher Orientation changes in 2008
- Need to introduce boards and commission to the policies and procedures of the Archdiocese of Seattle
- Opportunity for seasoned faculty and administrators to hear same content and the newest faculty and administrators
- Canon 803-806: Role of the local bishop or archbishop in the oversight of schools



“Be examples to the flock...”

“Be examples to the flock, not lording it over those assigned to you so that when the chief Shepherd appears you will win for yourselves the unfading crown of glory...” 1 Peter 5:3-5

“...so that when the Chief Shepherd appears....”

- Archbishop Alexander J. Brunett is the Chief Shepherd in the Archdiocese of Seattle



“Be examples to the flock...”

- These words of 1 Peter 5 appear at the top of every teacher agreement in the Archdiocese of Seattle
- Teaching in a Catholic School **is not a job.** It is a vocation.
- Thus the agreement is more than a contract. It is a covenant before God where by you say “yes” to the vocation.
- The covenant means serving as an example by sharing your Christian faith. Your doubts belong to your spiritual director.
- The covenant means academic teaching in the theological and catechetical framework of the Roman Catholic Church.



“...you will win for yourselves
unfading glory...”

In the medieval world there were four “professions” because they required a professed oath ones service to that of God’s glory:

- Clergy and Consecrate Life
- Medicine
- Law
- Teaching

For this reason, the Archdiocese of Seattle in communion with the universal Church considers teaching in one of her schools to be the response to a professed oath embedded in baptism and therefore oriented not to our employment but to God’s glory.

Parish schools assist the parents in the practice of the faith.

Catholic schools assist the parents in passing on the gift of faith to their children. This flows from the opening three questions found in the Church's Rite of Baptism:

- What name do you give your child?
- What is it you ask of the Church?

The Third Question....

The cleric responds to the parents request for baptism with these words which forms the third question in the Church's Rite of Baptism:

“You have asked to have your child baptized. In doing so you are accepting the responsibility of raising your child in the practice of the faith. It will be your duty to bring them up according to the Law of Christ and his Church. Do you clearly understand what you are undertaking?”

Church Baptism makes the parent the client of Catholic education.

- Start with the needs of the parent.
- The child's experience is important but the child **is not the client.**
- **The child is the focus of the curriculum and not the teacher.**
- When experiencing parental anger remember the phrase, *"This is what the child experiences...."*
- The parish and its school makes every attempt to work with parents in times of conflict.
- If the school cannot work with the parent, the school cannot work with the child.

Because the parent is the client

- The parents are asking you to assist in raising their child in the practice of the faith
- You are extending this Church service to the parent regardless of your instructional area of responsibility.
- You are expected to conduct your life in and out of the classroom in a manner consistent with the Catholic faith
- This applies regardless of your personal opinion or faith background
- The parent is the client **and not you.**

Agents of the Church; Ministers of the Parish

- The Archbishop supervises the parishes and their schools
- The pastor hires the principals with assistance from the Catholic School Department
- The pastor signs all contracts with the principal
- The pastor co-signs all teacher contracts
- The pastor delegates Catholic school education to the local principal
- The administrative nature of this delegation varies among pastors.

Supervised by the Principal

- All pastors delegate their principals to supervise the teachers.
- If you can't work with your principal you can't work in the school.
- If you can't work with the pastor you can't work in the school either.
- The Catholic School Department assists the pastor in managing principal-teacher relationships.
- Catholic schools are site-based managed therefore the pastor has the final word.
- Do not go around the principal to get to the pastor.

The school is a mission of the parish.

- Volunteers are the core of parish life.
- Many parish tensions revolve around tensions between “professional” standards and volunteer structures.
- **There are more professional standards and issues of compliance that staff to do them.**
- Volunteers often work with issues of “professional” compliance
- Thus Professional standards --- even in the school --- are built on volunteers.

Know who's who....

- Know the Archbishop
- Know the pastor
- Know the principal
- Know the parents
- Know the Worshipping Assembly
- Know the “parish elders”
- Know the parish leadership
- Know the key volunteers in both the parish and school office
- Know the informal information network, know the carpool
- Know the key parish “issues”

Catholic School Department Goals

- Catholic Identity
- Academic Excellence
- Accessibility
- Stewardship

Know your Catholic School Department

- Karen Tarabochia: Meets with pastors and principals in King County except those schools located in North Seattle, north of the Lake Washington Shipping Canal. (South Seattle, South King and Eastside Priest Deaneries)
- Sandy Barton Smith: Meets with pastors and principals in schools located in North Seattle, Snohomish, Skagit, Whatcom and Island County. (North Seattle, Snohomish and Northern Priest Deaneries)
- Kay Purcell: Meets with pastors and principals in schools located in all other counties. (Pierce, South Sound, Olympic and Southern Priest Deaneries.)

Assistant Superintendent for Personnel: Karen Tarabochia

- Karen Tarabochia: Personnel. Anytime you take any administrative action of any kind on any person that is in any way headed toward any kind of non-renewal or termination you must contact Karen Tarabochia.
- Karen Tarabochia works closely with our Human Resource Department and obtains second reviews as needed.
- Mary Santi, the Chancellor of the Archdiocese as well as the Human Resource Director, signs off on personnel changes within the Catholic Corporation of the Archbishop of Seattle as well as Catholic Community Services and Catholic Housing Service.
- Failure to comply with this means **your pastor will not have liability coverage from Catholic Mutual** when facing a lawsuit.

Assistant Superintendent for Accreditation: Kay Purcell

- Trains and support the WCEA accreditation process.
- You are responsible for accreditation oversight in your school so you will want to know where your school is inside the six-year cycle.
- Serves as contact support for OSPI and some of our local school districts regarding Federal Title dollars.
- You are responsible for building the relationship with your local school district regarding Federal title support

Assistant Superintendent for Curriculum Support: Sandy Barton Smith

- Oversees the Catholic School Department Website
- Oversees the educational “consortium” development for libraries, assessments.
- Oversees the data collection from our schools for the NCEA and archdiocesan reports.
- Supports the local school efforts in formative assessments, curriculum mapping, their academic in-depths tied to the accreditation process as well as their selections of texts and web-based materials that support their data-driven instruction.

Catholic School Department Role

- By delegation of the Archbishop, the Catholic School Department supports the pastor by providing standards for his oversight of the principal and the parish school.
- All policies and academic standards are located at www.seecelebrateandlive.org
- All schools are accredited through the Western Catholic Education Association. You will need to become familiar with the new 2010 Improving Student Learning Protocols. These are located on line at <http://www.seecelebrateandlive.org/site/content.php/178-Accreditation-New-WCEA-Accreditation-Protocol>
- The templates for accreditation are also located on line at the WCEA website.
- Administratively there are four kinds of policies: School Policies, Parish Administrative Policies, Liturgical Policies and Safe Environment Policies. They are all on-line. **You are responsible for all four and not just the school policies.**

Catholic School Department Role

- Curriculum Standards come from the Washington State Office of the Superintendent of Public Instruction (OSPI). You are responsible for knowing and reviewing these standards.
- Some supports are available through the local Education Service District (ESD) that serves your area. You will need to cruise that website to see what in-service opportunities might be available to your school.

Catholic School Department Role

- You are responsible for tracking the progress of the academic certification of teachers as well as their religious certification.
- Karen Tarabochia at the Catholic School Department can assist you with regards to the academic certification requirement from Washington State. Roberta Tassani from the Office of Catholic Faith Formation (OCFF) can assist you in tracking with the catechetical certification of your teachers.
- The kindergarten through grade eight religion curriculum is located at www.seecelebrateandlive.org under the religion button. The three global learning standards and ten subcomponents are broken out by grade level.
- Textbook and publishers used by the Archdiocese of Seattle are located on the website as well. Dr. Anne Frederick can assist you with your religion curriculum needs and point you to the text and publisher lists used in the Archdiocese of Seattle.

Catholic School Department Role

- You are responsible for working with your faculty not only in the instruction of religion during the regular class time but across all areas of student learning. Everyone in the CSD and the OCFF are committed to assisting you in this.
- Our support for you is an extension of Archbishop Brunett's pastoral care thus we not only assist you personally but align your communion with the teaching ministry of the Church.
- The Catholic School Department assists the parishes and their schools in building bonds of communion with the Archbishop Brunett and in doing so, we assist the Archbishop in building bonds of communion with the Holy Father and the Universal Church.

The Spiritual Life of a Catholic School Teacher

Prayer and Worship

- Are you participating **every Sunday** in worship?
- How do you engage in daily prayer? When? Where?
- Do you pray with the tools of Church teaching?

Spiritual Reading and Study

- Do you read the scriptures for Sunday worship?
- Are you engaged with the writings of the saints?
- Do you engage in significant spiritual reading?

Bibliography for the Spiritual Life

- Catholic Study Bible
- Catechism of the Catholic Church
- *Magnificat Magazine/Magnificat for Children*
- The Fulfillment of All Desire by Ralph Martin
- My Life with the Saints by Fr. James Martin, S.J.
- Dakota. The Cloister Walk. Amazing Grace all by Kathleen Norris
- Why Forgive? By Johann Christoph Arnold
- Morality the Catholic View by Fr. Servais Pinckaers, O.P.

Archbishop Brunett on Catholic Education

“Students at Catholic schools receive an academically excellent education that emanates from Gospel values and the faith of the Catholic Church. We believe in the value of education, but as Catholic Christians we also recognize the harmony that exists between human knowledge and faith. As a result, our schools possess a distinctly Catholic identity among other educational alternatives. They don’t just help students attain knowledge; they promote moral and spiritual formation as well.”

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