CATHOLIC LEADERSHIP COHORT

BOSTON COLLEGE
Lynch School of Education and Human Development
ROCHE CENTER FOR CATHOLIC EDUCATION
Thank you for your interest in the Catholic Leadership Cohort with the Lynch School of Education and Human Development at Boston College.

If Catholic schools are to be strengthened and sustained well into the future, the leaders of Catholic schools must think strategically like they have never done before. The next generation of leaders must determine leverage points to shift culture in service of the school's mission and vision, manage resistance, build coherence, and foster relationships in the midst of change to revolutionize Catholic education. Commitment to the vocation of leading in a Catholic school requires “special qualities of mind and heart, very careful preparation, and continued readiness to renew and to adapt” (Pope Paul VI, 1965, #5).

The Catholic Leadership Cohort, established by the Barbara and Patrick Roche Center for Catholic Education, provides emerging leaders a diverse set of skills to effectively lead and transform their school communities. This select group of Catholic leaders form a cohort and together take courses over twenty months to obtain their Master’s in Educational Leadership and Policy. Professional training attends to the leader’s development in four domain areas: Mission and Catholic Identity, Governance and Leadership, Academic Excellence, and Operational Vitality.

Rooted in the Ignatian Tradition, emerging leaders are intentionally formed in their faith and as a community. They are challenged to be humble, adaptable, joyful, visionary, and attentive. Development of these values allow emerging leaders to do as St. Ignatius encouraged, “to go forth and set the world aflame.” I hope you consider answering this call to become a member of the Catholic Leadership Cohort at Boston College and move Catholic schools into the future in faith, hope and love.

Melodie Wyttenbach, Ph.D.
Executive Director
Barbara and Patrick Roche Center for Catholic Education
Roche Center History

Considering the need for high quality Catholic schools, the Barbara and Patrick Roche Center for Catholic Education was established in 2007. Generously endowed by Barbara and Patrick Roche, whose love for Catholic schools motivated them to establish the Roche Center, has focused its efforts on leadership development since its inception. The Emmaus Leadership Series focuses on professional education for sitting principals of Catholic schools. The Catholic Leadership Cohort, launched a decade later, provides academic training, community development, and faith formation to emerging leaders.
The quality of our schools begins with leadership. Catholic schools need now, more than ever before, leaders who are equipped to foster and sustain mission-driven schools rooted in theology, craft innovative structures for governance and operational vitality, and advance curriculum and instruction that addresses the needs of the whole child in the 21st Century.

The launch of the Lynch School of Education and Human Development Catholic Leadership Cohort addresses the urgent need for strong leadership in Catholic schools. Emerging leaders are trained by respected faculty and leadership coaches to develop personal, interpersonal and organizational skills needed by every good leader. The professional education, faith formation, and community development are nuanced and enriched by the Ignatian tradition. These qualities of being humble, adaptable, joyful, visionary, and attentive act as compass bearings for emerging leaders. And as the work is ultimately God’s, the leader’s sense of responsibility makes a deep, freeing and joyous shift allowing one to meaningfully lead and transform their Catholic school community.
Catholic Leadership Cohort Program Values:

**Humble:**
A leader is not threatened by others’ brilliance, because they do not draw their legitimacy from being best at everything. They can surround themselves with teams of people who exceed their own skill.

**Adaptable:**
A leader grows in discernment of their own attachments, their own ‘unfreedoms’, and operates with an adaptability and dynamism. They have the curiosity of the early Jesuits, where they ‘live with one foot raised’ not only available for mission but also possessing a freedom in one’s mindset.

**Joyful:**
A leader imagines, even expects, that joy might somehow be present to the point of becoming a decisive influence. They hold hope, strategize with hope, and attend to ‘the task of consolation’.

**Visionary:**
Vision and a clear sense of direction are vital for leading well. A leader formed in the Ignatian tradition comes straight out of the ‘why’, stated in the ‘Principle and Foundation’ of the Exercises: ‘The human person is created to praise, reverence and serve God our Lord, and by so doing, save his or her soul’.

**Attentive:**
A leader is attentive and discerning, they embrace the Ignatian way of proceeding where they notice ‘the movements felt in the heart and weighed by the mind.’ They are to listen carefully to the different motivations at work in the organization, to the point that some decisions are ultimately based not on outcomes, but rather on a sense that a certain way forward is congruent with our sense of who we are under God.

(Broscombe, 2017)
Over the course of five semesters, leaders of the Catholic Leadership Cohort complete 30 credits of coursework leading to a Master's in Educational Leadership and Policy. To attend to the distinctive nature of leading in a Catholic school, 12 of the 30 credits in the program are taken as a cohort focused on leadership in Catholic education. The remaining courses are taken across sector, so as to provide opportunities to converse with leaders from diverse settings. Throughout their academic preparation, cohort members draw from the National Standards and Benchmarks for Effective Catholic Schools, a document produced by Boston College in partnership with Loyola University Chicago. Faculty and leadership coaches attend to the leader's development in four domain areas: Mission and Catholic Identity, Governance and Leadership, Academic Excellence, and Operational Vitality. The curriculum and course assessments are designed to support leaders as they assess school effectiveness in each domain and apply skills learned to transform their Catholic school.
Catholic Leadership Cohort members take one course as a select group and another course across contexts (i.e. with leaders from public/charter schools). All courses are taken on-line, making the coursework accessible and flexible, meeting the demands of working Catholic educators. The academic program, taught by faculty who have research specialization and lived experience leading schools, is completed over five semesters. Over twenty months the following sequence of courses is taken as a Catholic Leadership Cohort.

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<th>Semester 1</th>
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<td>Organizational Theory and Learning</td>
<td>Family and Community Engagement</td>
<td>Using Data and Evidence for School Improvement</td>
<td>Transforming the Field of Catholic Education</td>
<td>Reflection on Leadership Seminar</td>
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“The Catholic Leadership Cohort is needed now more than ever. It is urgent that we prepare leaders to transform Catholic schools and this program provides a rigorous, relevant preparation by experts that every emerging leader should consider.” - Dean Stanton Wortham
Boston College Lead Faculty:

The following faculty members of the Lynch School of Education and Human Development and the School of Theology and Ministry serve as lead faculty of the Catholic Leadership Cohort. Each are committed to enhancing the quality of teaching, learning, and leadership in Catholic schools. Research interests include: a focus on the ways Catholic schools and leaders, inspired by Catholic social teaching, provide a transformative and socially just education, an examination of culturally and linguistically diverse practices in Catholic schools, and the history of formative education and relevancy in Catholic schools today.

Dr. Melodie Wyttenbach  
Dr. Andrew Miller  
Dr. Martin Scanlan  
Dr. Hosffman Ospino  
Dr. Amy Ryan  
Dr. Cristiano Casalini
Faith Formation

Of primary importance for Catholic school leaders is their own personal faith formation. In order to lead a faith-filled community, one must first come to know Christ oneself. Members of the Catholic Leadership Cohort participate in five retreats throughout their time enrolled in the program. Grounded in the Ignatian charism, these retreats provide an opportunity for candidates to deepen their personal faith lives. In addition to retreats, leaders have the option to participate in on-going spiritual direction guided by St. Ignatius’ 19th Annotation and facilitated in partnership with Boston College’s School of Theology and Ministry.
Members of the Catholic Leadership Cohort also have the option to participate in on-going spiritual direction guided by St. Ignatius’ 19th Annotation, also known as an Ignatian Retreat in Daily Life. The 19th Annotation is a version of the Spiritual Exercises extended over several months, where participants pray, read scripture, and meditate. Small group conversations discussing one’s faith are facilitated in partnership with Boston College’s School of Theology and Ministry.

Catholic Leadership Cohort members participate in five overnight retreats during the program. These retreats are grounded in the Ignatian charism and provide an opportunity for candidates to deepen their personal faith lives. All retreat costs are covered by the Roche Center and take place at the Connors Center in Dover, Massachusetts. The foundations retreat occurs in the summer, prior to the launch of the first academic year. Subsequent retreats occur in the following winter, the summer starting the second year, the winter of the second year, and a concluding commencement retreat.
The Catholic Leadership Cohort community gives witness to the Ignatian belief that we are men and women for others. Drawing strength from fellow cohort members, faculty, leadership coaches, and Christ, this group of emerging leaders deepen their network of ties and relationships with one another. Just as St. Ignatius journeyed with his ‘first companions,’ so too, does this cohort of emerging leaders accompany one another as they begin their leadership careers in Catholic schools. This network of support is invaluable, as we learn best in community. Fostering this connectivity are talented leadership coaches, who themselves are deeply faith-filled leaders who have demonstrated impressive success in transforming schools. Members of the Catholic Leadership Cohort connect monthly with their leadership coaches as a community of practice.

**Leadership Coaches**

Members of the Catholic Leadership Cohort meet virtually every month with a leadership coach. The leadership coach is an experienced, national Catholic leader in education who works with a small team of five leaders to hone their leadership competencies and reflect on their learning in light of their work at a Catholic school. The community pillar will allow candidates to become a network of support for one another during the program and beyond graduation.
For more information, contact us:
Catholic Leadership Cohort
Roche Center for Catholic Education
25 Lawrence Avenue
Chestnut Hill, MA 02467
Phone: 617-552-1771
Email: catholic@bc.edu.
Interested candidates must:

1) Obtain transcripts from undergraduate university demonstrating completion of a Bachelor’s degree.

2) Complete the online application, which requires two letters of recommendation: https://apply.bc.edu/

3) Make a five-year commitment to serve in Catholic schools, two years while enrolled in the Catholic Leadership Cohort, and three years post-graduation.

Application timeline:
Deadline to apply for the Catholic Leadership Cohort is April 30th.

Tuition and Scholarships:
The Roche Center generously scholarships all Catholic Leadership Cohort members, such that the cost to participate should not be a barrier. Additional financial assistance may also be provided by one’s school, diocese, or religious community. Although candidates are responsible for arranging their own financing, we are committed to helping admitted participants find additional means of financial assistance. Please reach out to us for more information.
“Go forth and set the world aflame.”
— St. Ignatius Loyola