



## **‘On this Rock’ Building the Next Generation of Catholic Schools Leadership**

CSO and the Jesuit Institute seek participants for a 3-year programme to build the next generation of Catholic Schools Leadership for Gauteng.

- Governors and Principals are asked to recommend vice principals, HoD’s and recently-appointed principals to apply.
- Principals are also asked to consider if they would be willing to support the programme as mentors or assessors.

### **Background**

“Even to the most disinterested observer of South African society, it is abundantly clear that our country has a crisis of leadership. This is not simply a crisis of political leadership, but also a crisis of parental leadership, corporate leadership and of educational leadership.”  
(Prof John Jansen, UFS)

It is often said that South Africa is suffering from a crisis of leadership and a number of initiatives are in place from the Government, universities and NGOs to help build leadership. However, we are aware that Catholic Schools – whether led by Catholics or Christians of other traditions – need leadership development which is rooted in Scripture and Catholic tradition and which is not afraid to integrate the spiritual with the practical. Conscious that over the next 10 years a number of Catholic schools in Gauteng are likely to see the appointment of new principals, this is a critical time to invest in developing the next generation of leaders.

### **The Programme**

The Jesuit Institute – South Africa comes from a long and international Jesuit tradition of working in schools and in professional formation. Over the past few years the Jesuit Institute has been pioneering leadership development programmes with both Wits Business School and GIBS (the Business Institute of UP) to help senior managers in the private and public sectors to integrate their spiritual values in their professional lives. In addition, we have just completed the first year of a 3-year programme, developed with the Catholic Institute of Education, that is supporting about 80 principals and vice principals from (rural) schools around the country to help build their leadership capacity. The conference in August 2010 with Prof Patrick Duignan (which many Gauteng principals also attended) was a part of that programme.

CSO and the Jesuit Institute are offering a 3-year programme for Gauteng Catholic schools which will draw on the expertise of both the CIE 3-year programme and the work with the business schools.

## **Participants**

We are making about 20 places available on this course (and need a minimum of 15 participants for it to be viable). Men and women who have been identified as likely future leaders of primary and secondary Catholic Schools in Gauteng are being sought. They may or may not be Catholics themselves but they are (or have been) working extensively in Catholic schools and have demonstrated their commitment to the particular ethos of Catholic education. They will already be holding some sort of leadership position, for example as vice principal or head of department; in some cases they might have been recently appointed as a principal.

## **The commitment**

Participants need to be willing to sign up to the following, with the support of their current line managers:

- commitment for the full 3 years
- attendance at 3 one-day workshops per year on Saturdays in Gauteng
- completion of 3 x 1,500 word assignments per year
- attendance at 3 x 1 hour coaching sessions per year
- participation in at least 3 peer support groups per year

## **Cost**

In order to cover the cost of the development and delivery of the course, we would charge R5,000 per participant per year. The fees would be due in total at the beginning of each year, payable to the CSB who would handle all the administration. Participants would be responsible for their own costs of travel for the workshops and for coaching/ peer support sessions.

## **Timing**

The programme will start with the first workshop on Saturday 26<sup>th</sup> March with later workshops on Saturdays 11<sup>th</sup> June and 24<sup>th</sup> September. The programme in 2012 and 2013 will follow a similar pattern. The timing of coaching sessions and peer support groups will be arranged to suit the participants but one of each session should take place between each workshop. Assignments will be set at the workshop and due 6 weeks later.

Applications should be submitted by 18<sup>th</sup> February and selected candidates will be informed by 28<sup>th</sup> February.

## **Support from existing principals**

In order to make this programme fully effective, we are also looking for existing or recently retired principals who are willing to give some voluntary time to support the programme. There are 2 ways of volunteering:

- As a coach: you would be assigned 2-3 mentees whom you would be expected to see for 1 hour three times a year. An initial half-day training session in coaching will be provided.
- As an assessor: you would be asked to mark 1 set of 20 assignments at some point in the 3 years at a time previously agreed with you.

If you are interested in volunteering please e-mail Rosa on [rosa@csa.za.org](mailto:rosa@csa.za.org)

Application Form: please send to [rosa@csa.za.org](mailto:rosa@csa.za.org) by 18<sup>th</sup> Feb 2011

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<b>Full Name</b>			
<b>Cell number</b>		<b>E-mail</b>	
<b>Current School (name and address)</b>			
<b>Current position</b>			
<b>Describe current leadership roles in school</b>			
<b>Summarise previous schools and positions</b>			
<b>Summarise education since Matric</b>			
<b>Summarise any previous leadership training</b>			
<b>Describe in 50 words why you want to participate in this course</b>			
<b>Provide names and emails of 2 referees</b>			
<b>Who will be funding the course?</b>	<input type="checkbox"/> Current school (provide name of bursar): <input type="checkbox"/> Self <input type="checkbox"/> Other (explain): _____		