

SUPERINTENDENT SEARCH

CATHOLIC DIOCESE OF RALEIGH

Raleigh, North Carolina

dioceseofraleigh.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

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Mission Statement

Strengthening families in faith, and growing equitable school communities that are affordable, accessible and inclusive.

At a Glance



Established
1924



Total schools
29



Total enrollment
9,561



Total faculty and staff
862



Students of color
28%



Student-teacher ratio
11:1



Countries served
13

High School enrollment: 1,617
Faculty of color: 13%

Tuition Assistance and Scholarships: \$13.5M
Catholic Schools and Education initiatives: \$8.8M



Overview

The Roman Catholic Diocese of Raleigh comprises the 54 eastern counties of North Carolina, covering approximately 33,000 square miles. The diocese is divided into eight deaneries with a total of 97 parishes and missions and four centers for campus ministry. The diocese is served by 147 active diocesan and religious order priests. The diocese includes nearly 500,000 Catholics. In addition to the growing Hispanic population, the diocese has become home to an increasing number of Catholics from African and Asian countries. Approximately five percent of the Catholic population is native to North Carolina.

There are 29 schools within the diocese, serving grade levels Pre-K through 12, that provide a faith-centered environment in which students are encouraged to achieve academic excellence. In addition to teaching traditional academic content, the programs at these schools strive to develop the individual potential of each student while educating the whole child spiritually, intellectually, physically, and morally. The schools nurture and sustain the God-given gifts of every student so that these gifts may be used in service to the Mission of Jesus.

The Catholic Diocese of Raleigh seeks a superintendent to begin July 2025. This is a dynamic, fast paced environment full of promise and enthusiasm. The incoming superintendent must be a practicing Catholic who has an unwavering commitment to Catholic education. The new superintendent must bring a missionary and entrepreneurial mindset and will be tasked with expanding Catholic education to meet the needs of a rapidly growing Catholic population in the urban and suburban parts of the diocese, while finding creative ways to maintain the critical mission of Catholic education in less-Catholic, rural or small town settings. This will include thoughtful use of increasingly available state funding through the NC Opportunity Scholarship. Accordingly, the new superintendent will be expected to bring a fresh energy and dynamic approach for strengthening the bonds between Catholic schools and nearby North Carolina communities, with particular attention to the Hispanic, Asian-American, African, and African American communities within and close to the diocese. Candidates should be energized to implement a bold new vision and must have demonstrated experience in both coordinating multiple stakeholders and transforming organizations while embracing the mission of the Catholic schools. This diocese is led by Bishop Luis Zarama, a passionate and joyful visionary who is dedicated to the families and children in the schools, as well as humble and trusting of his executive team. The next superintendent will be blessed to work in partnership with Bishop Zarama and with the entire Catholic community of Raleigh.



Opportunities and Challenges

The next superintendent in the Diocese of Raleigh will have an opportunity to build on the energy and enthusiasm for Catholic education in the community while engaging the community around a bold new vision. The superintendent needs to be a strong, visible leader who can focus on proactive communications with the principals, pastors and other members of the diocese. The diocesan schools are geographically and demographically diverse. Therefore, the new superintendent will need to spend quality time at each school in order to understand and support each unique community and its challenges.

In particular, candidates should be mindful of the following opportunities and challenges:

- Creating a unified vision and mission for the schools of the diocese;
- Working with school communities to maintain accreditation standards emphasizing continuous improvement across all school operations;
- Leading and managing strategic growth within the schools;
- Working collaboratively with the Bishop and diocesan leadership in securing the resources necessary to implement the new strategic initiatives;
- Raising the profile and value proposition of Catholic schools across the diocese;
- Understanding and embracing the changing demographics of the diocese and preparing for the growing Catholic population.



Qualifications and Personal Attributes

This is an exciting, fast-growing part of the country including the system of Catholic schools within the Diocese of Raleigh. Among other important qualities, the next superintendent will need to be a highly relational, outward facing leader who will raise the profile of Catholic schools in the community while assisting the pastors and principals in creating demand for the unique and powerful gifts of a Catholic school education. In addition, the following qualities and characteristics will be greatly valued:

- An outstanding leader who is a committed disciple of Jesus Christ in the Catholic Church;
- A vibrant Catholic who not only practices the faith but who has a living relationship with God, Father, Son, and Holy Spirit;
- An educator who has a strong appreciation for educational trends and who exhibits a well-developed financial acumen to oversee school budgets, capital campaigns and impeccable stewardship for the resources of the diocese;
- An educational leader committed to the mission of Catholic education with expert knowledge of curriculum and best practices in teaching and learning;
- A Master's degree in educational administration or similar content area is required; an Ed.D./Ph.D. is strongly preferred;
- A minimum of five years of successful experience in the teaching and/or administration of elementary and/or secondary schools, preferably in a Catholic school system;
- A relational and collaborative leader who will be a joyful and high-profile presence in the community;
- A confident, courageous, and compassionate innovator who exhibits an enthusiasm for educational excellence;
- An articulate communicator who possesses skills in marketing the value of Catholic education both in written format and oral presentation.

Learn More

Click on the links below to learn more about Catholic Diocese of Raleigh.

[School Website](#)

[About Raleigh, North Carolina](#)

[Diocesan History](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided by consultants);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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