

## **CATHOLIC EDUCATION ORGANISATIONAL MODEL**

Our Catholic Education organisational model places the student at the heart of school and CEO endeavours, for the ultimate goal of Catholic education is the promotion of the human person

*With Jesus Christ as our inspiration and guide, we are called to provide high quality Catholic education in the diocese of Bathurst.* This vision can only be realised when authentic and effective partnerships exist across and between families, schools, parishes, the wider community and the Catholic Education Office. The Catholic Education Office exists to serve and support our school communities and these essential partnerships.

Bishop McKenna's motto reminds us that love is the bond of the Christian community in which interdependence is reflected in respectful relationships. Consequently, the Catholic Education Office organisational structure is underpinned by the principles of service, subsidiarity in decision-making, genuine participation and patterns of cooperation.

System leadership is therefore understood as a collaborative endeavour, whereby individuals and groups collaborate across boundaries to achieve outcomes that are above and beyond what those groups could achieve on their own.

Studies on high performing school systems such as Leithwood (2011), describe a move away from a hierarchical organisational model to those resembling a network arrangement, in which central office roles are interconnected, with work being undertaken collaboratively in the service of a shared vision. Such networks might contain people from different functions and specialisations both within and external to the organisation. Hence an interdependent culture is developed, in which leadership is viewed as a collective activity that requires mutual inquiry, learning and a capacity to work with complex challenges.

*"A critical shift is the transformation of organisations from rigid hierarchical structures to networked structures with flows of people, information and resources across boundaries. Ever increasing interconnections, facilitated by advances in technology, have led to new forms of organising such as cross-functional teams, virtual workgroups and cross-sector partnerships."* Centre for Creative Leadership 2009

Hence the Catholic Education Office organisational model is characterised by a networked structure in which CEO staff undertake a range of operational and strategic tasks in collaboration with other CEO based personnel, school staff, community personnel, parents and diocesan staff. CEO staff are supported in their work by the various Leaders (*Faith, Learning & Teaching* and *Stewardship*), Consultants to Schools and the Executive Director of Schools, who together form the CEO Leadership Team.

## **CATHOLIC EDUCATION OFFICE LEADERSHIP TEAM**

Executive Director of Schools: Jenny Allen

Faith, Learning and Teaching Team Leaders: Angelo Belmonte and Michael Flood

Stewardship Team Leaders: Greg McKay (Human Resources, Risk & WHS/Lawyer) and Sue Boss (Financial and ICT)

Consultants to Schools: Vince Connor, John Wagner, Janine Kearney, Teresa Dobosz, Rose-Marie van Raad

(PA to the Executive Director of Schools: Peta Kingham)