

## Cabrini Teaching Fellows Program Mission Playbook

- What do we do?

On behalf of partner Catholic schools in the Archdiocese of Denver, the Cabrini Teaching Fellows Program recruits, forms, equips, and houses young men and women to inspire a new generation of Catholic educators, improve the stability of Catholic schools, and increase the longevity of the Catholic teaching profession.

- Value Proposition:

- **School Leaders:** The Cabrini Teaching Fellows Program will ensure you do less work to get higher-quality, humble, hungry, smart, mission-aligned teachers who are well formed to be better teacher and stay longer. You will spend less time doing the marketing/recruitment work to free-you-up for important mission work. Teachers by result will be better formed and more prepared to contribute to the mission of the school.
- **Teachers:** The Cabrini Teaching Fellows will invest in your long-term growth and formation to be an exceptional Catholic educator and follower of Christ. We will provide a community to support you, assist you in setting and maintaining proper boundaries for your human flourishing, will give you access to low-cost housing, and set you up to be empowered to make the life-choices you are being called to beyond the classroom. You will not be on your own and thrown into the deep.
- **Families/Students:** Cabrini Teaching Fellows will provide intellectually and morally alive adults as teachers in your school. The program will support the increased sustainability and retention of teachers resulting in a more stable environment and longer-lasting relationships for students. Recruiting and supporting the ongoing formation of young Catholic men and women will also help provide diverse role models who are strong witnesses of Catholic faith to students and families in mission-aligned schools.

- Why do we exist?

The Cabrini Teaching Fellows Program exists to contribute to Catholic school renewal in the Archdiocese of Denver by providing a direct pipeline for mission-aligned Catholic schools to acquire mission-aligned talent to fill teaching roles and to form faithful Catholic teachers who are well equipped to carry out mission-aligned work in their schools.

- What do we believe?

- We believe that exceptional Catholic teachers as frontline missionaries are necessary for the renewal of Catholic schools.
- We believe that growth and formation happen best in community.
- We believe that teacher retention gives way to school stability.
- We believe that Catholic schools are called to support the human flourishing of their educators.
- We believe the formation of Catholic educators must tend to mind, body, and spirit.
- We believe removing barriers that impede human flourishing (e.g., securing affordable housing, identifying, and participating in Catholic community with other Catholics) is

essential to supporting Catholics in pursuing vocations that draw upon their God-given gifts and passion.

- How do we behave?
  - Fidelity: We are faithful to all Church teaching and the Church's charter for Catholic schools.
  - Passion: We have a passion for Catholic education, finding mission-aligned talent to work in schools, and supporting the growth of young Catholic educators.
  - Entrepreneurial-Spirit: We recognize the challenges facing Catholic schools today require the entrepreneurial spirit of support from the entire Catholic community.
  - Ongoing Improvement: We believe in the value of starting small, learning fast, and iterating on our work. We are committed to engaging in prayer, reflection, and data analysis to improve our work.
  
- How will we succeed?
  - Partnering with Mission-Aligned Schools: We partner with mission-aligned schools and school leaders, and work with schools to support the growth of their Cabrini fellows and improve the teaching stability of Catholic schools.
  - Freeing-Up School Leaders: We 'free-up' school leaders from unnecessary administrative burdens involved with marketing to and recruiting young talent for open teaching positions.
  - Integral Formation of Teachers: We form teachers to be exceptional Catholic educators and members of Catholic school teams, and to grow as holy and virtuous men and women, tending to their spiritual, intellectual, and human needs, and inspire a new generation of Catholic educators. Specifically, formation will include essentials of teaching, foundations for adult living (e.g., personal finance), Catechetical formation, and cultivating community.
  - Providing Christian Community: We provide direct access to low-cost housing and an active community life to surround young teachers with the Christian community they need for their human flourishing.
  - Empowering Educators: We empower young Catholic educators to discern and make the life-choices they are being called to by God beyond the classroom and teaching ministry.