



DEPAUL SCHOOL
FOR HEARING & SPEECH



EXECUTIVE DIRECTOR SEARCH PROSPECTUS

Welcome!

TO

DePaul School for Hearing and Speech



DePaul School for Hearing and Speech, founded by the Catholic Diocese of Pittsburgh and the Sisters of Charity of Seton Hill, has been providing quality Listening and Spoken Language (LSL) education for children with hearing loss for over 115 years. The goal then, as it remains today, was to prepare each student for success in the hearing and speaking world.

LSL Method - At DePaul School, children who are deaf or hard of hearing are taught to understand spoken language and to speak clearly and with confidence while being provided a rich academic curriculum. DePaul is the only school in Western Pennsylvania where the integration of listening, speech and language development are taught in every classroom, every day. The school curriculum is closely aligned with state and national standards in all academic areas. Additionally, DePaul is one of only a handful of LSL schools in the nation who will teach children above age six.

SAILL Preschool Program - SAILL stands for Speech And Integrated Language for Literacy and is a preschool program with a separate private academic license. At DePaul School for Hearing and Speech, we are committed to giving each child the opportunity to speak and have their voice heard. Our SAILL Preschool Program is specifically tailored for children with significant speech delays.

The ultimate goal for every deaf or hard of hearing student is to transition into their neighborhood school and be successful in the hearing and speaking world... but students are always a part of the DePaul School family even after they transition! We work closely with the student's home school district to make sure all of the child's needs are met.



A LETTER FROM OUR BOARD



We are pleased to invite you to consider joining the DePaul School for Hearing and Speech community. Since our founding in 1908 by the Diocese of Pittsburgh and the Sisters of Charity of Seton Hill, DePaul has been dedicated to helping children with hearing loss develop the skills they need to thrive in a hearing and speaking world. The Sisters of Charity trace their roots to St. Elizabeth Ann Seton, a pioneering educator and the first native-born American to be canonized, whose legacy of service and learning continues to inspire our mission.

Our school has a long-standing tradition of forming students to grow as confident learners and compassionate individuals. We are committed to helping each student reach their full potential—academically, socially and emotionally—through a supportive and inclusive environment. We take to heart the words of St. Elizabeth Ann Seton, who said:

“Cheerfulness prepares a glorious mind for all the noblest acts.”

This quote reminds us that joy, optimism and a nurturing spirit are essential to forming young minds and building a thriving school community.

As we look toward the future, we are seeking a visionary leader who will honor our mission while guiding us into the next chapter of growth. Our school has always been a place where families, educators and students work together to nurture the whole child. We are proud of our strong academic standards, our dedicated faculty and staff, and the vibrant community that surrounds and sustains our mission.

We seek a leader who is open and excited to become a part of our community, shares our mission and is invested in revitalizing the values that connect to the purpose of education for our families, students, faculty, staff and the wider community. Thank you for your willingness to consider this invitation.

With Gratitude and Hope,

The Board of Trustees, DePaul School for Hearing and Speech



DEPAUL SCHOOL
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A LETTER OF SUPPORT



Dear Candidate,

With great enthusiasm, I invite you to consider joining the DePaul School for Hearing & Speech community as their next Executive Director. Since its founding in 1908 by the Catholic Diocese of Pittsburgh and the Sisters of Charity of Seton Hill, DePaul has embraced a mission rooted in service, compassion, and the dignity of every child. For more than a century, DePaul has helped children who are deaf, hard of hearing, or experiencing significant speech and language challenges to discover their voices, literally and figuratively, and to step confidently into the wider world.

As DePaul enters a new chapter in their history, we seek a leader who can carry forward the spirit, values, and integrity that have shaped DePaul from the beginning. This very special school stands on a cherished tradition while looking boldly toward the future. We believe deeply in the transformative power of education, the necessity of community, and the call to serve families with excellence, compassion, and hope.

DePaul has a mission rooted in service and human dignity. DePaul's work is animated by conviction: that every child deserves the opportunity to listen, speak, learn, and thrive. Faculty and staff walk with families from infancy through eighth grade, partnering with them to nurture their children's development spiritually, socially, physically, and academically. They celebrate each student's unique gifts and talents as they learn to flourish alongside their hearing peers.

This mission is more than an educational program; it is an act of service grounded in love for the whole child. The spirit of joyful service, care for the vulnerable, and devotion to mission remains a guiding force within this school community.

We seek an Executive Director who will honor this heritage while leading with vision, creativity, and courage; one who recognizes the sacredness of our mission and embraces the responsibility to safeguard and advance it. We look to our next Executive Director to serve as a unifying leader who will: foster collaboration among faculty, staff, parents, and stakeholders; support the professional and personal growth of those who serve our students; celebrate the many gifts present in our community; and cultivate the joyful, mission-driven culture that makes DePaul a place where children and families feel truly known and loved.

Thank you for discerning this opportunity to serve a community that has dedicated itself to children for more than a century. DePaul faculty and staff believe they are not only educating for today, they are equipping children for a lifetime of communication, confidence, and connection. If you feel drawn to this mission, I encourage you to continue your discernment. I am grateful for your consideration, and I offer my support and prayers as you explore this meaningful and impactful role.

With gratitude,



Lauren E. Martin

Lauren E. Martin
Superintendent of Catholic Schools
Diocese of Pittsburgh
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Our Mission and History



OUR MISSION

The mission of DePaul School for Hearing and Speech is to develop listening skills and spoken language in children who are deaf, hard of hearing or have spoken language communication challenges and to prepare them to transition to their home school district successfully at the earliest possible age.

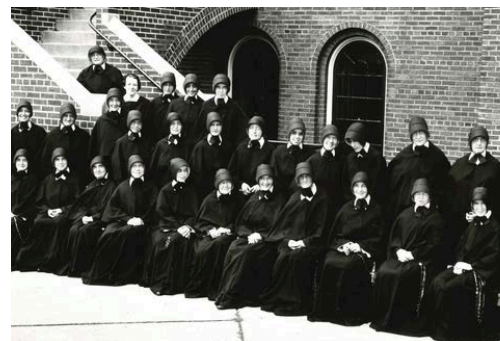
OUR HISTORY

Founded in 1908 by the Catholic Diocese of Pittsburgh and the Sisters of Charity of Seton Hill, DePaul School for Hearing and Speech has been providing quality Listening and Spoken Language (LSL) education for children with hearing loss for over 115 years. The goal then, as it remains today, was to prepare each student for success in the hearing and speaking world.

In the early 1900s, Bishop Canevin recognized a need for a Catholic institution in Western PA to serve both the educational and spiritual needs of children who were deaf or hard of hearing. He then approached the Sisters of Charity about this need and they set to work, going out to other institutions to learn different methods of how to serve in this capacity. Together they founded the work, and it was soon named after their patron, St. Vincent dePaul, known for his charitable work.

The Sisters of Charity always had a mindset of service for any students or families that walked through DePaul's doors and never wanted to charge for services. However, as additional funds were needed with technological advancements increasing, The DePaul Institute underwent the process of becoming an "Approved Private School" and gained approval to receive state funding in 1973. In 2002, DePaul moved to its current location in the former Sacred Heart High School in the Shadyside neighborhood of Pittsburgh.

Programs at DePaul School serve children from birth to age fifteen. DePaul School also educates children who have been late-diagnosed, who are transferring from sign language or Total Communication programs, and those who have other speech-related challenges, such as apraxia. Students who are deaf or hard of hearing at DePaul School learn to listen and speak and actively participate in the hearing and speaking world.



DEPAUL SCHOOL
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Our Philosophy



OUR PHILOSOPHY

Listening and Spoken Language Philosophy - Children who are deaf and hard of hearing have the potential to develop listening and spoken language skills as the foundation for lifelong literacy and intellectual growth.

Respect for the Family- All children are welcome to our school regardless of their religious affiliation. Parents and all family members are encouraged to participate in their child's education. We value their role as their child's primary teacher.

Collaboration beyond our Community - Professionals from medical, educational and philanthropic communities are collaborators in providing quality auditory oral and speech language services for all of our students.

Commitment to the Children we Serve - Our faculty, staff and school leadership are committed to the children we serve by providing a learning environment that fosters the spiritual, emotional and personal growth of each child.

Innovative Use of Technology - Technology is vital in providing state-of-the-art audiological and educational services throughout our school.

TESTIMONIAL

"To say that he has grown in the nearly 3 years he's attended DePaul would be a gross understatement. He speaks in sentences, holds conversations, tells jokes, is learning to read and write, and is a natural at math. He has fantastic relationships with his peers and teachers, and absolutely LOVES to go to school everyday. I can't begin to fathom how his Dad and I would have coordinated school, plus 5 hours of speech therapy a week along, with weekly OT and PT too in order to provide him with services comparable to what he gets at DePaul School." - Parent of DePaul Student



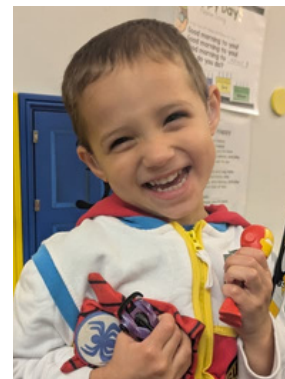
DEPAUL SCHOOL
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Our Focus on Excellence



Services

- **Clinical Services** - All of our students and families have access to state-of-the-art Audiology and Cochlear Implant Services, Auditory-Verbal Therapy, Speech Therapy, Tele-practice, Physical and Occupational Therapy, a psychologist and a school nurse to help each child navigate the day-to-day listening and spoken language journey.
- **Early Intervention** - Advances in technology and the implementation of mandatory newborn hearing screenings allow children with hearing loss and their families to receive services much earlier in their development.
- **Preschool** - At three years old, children can attend DePaul School's preschool program. More than 70% of students who attend our Preschool Program learn the skills necessary to successfully transition into their neighborhood schools by kindergarten.
- **Self-Advocacy** - In our self advocacy classes, we teach children effective communications strategies to prepare them for a successful transition.



Program Highlights

- **Small Class Sizes** - Each student is able to receive individualized support with small class sizes. Teachers of the Deaf design stimulating classroom activities to develop children's listening, speech, language and pre-literacy skills.
- **Daily Speech Therapy** - Each child meets with a speech and language therapist once a day for intensive practice of their individualized therapy plan.
- **Focus on Family** - We take a comprehensive approach to nurturing young children who are deaf or hard of hearing and their families. In addition to classroom training, parents receive guidance and instruction on how to be their child's mentor and advocate through one-on-one sessions with a Teacher of the Deaf, educational parent workshops, parent support groups, audiology services and individualized auditory verbal sessions with licensed speech therapists.

Facilities

We have small classrooms with all the necessary equipment to facilitate speech and language, state of the art audio equipment in every classroom, dedicated spaces for individualized care and instruction, full cafeteria, across from Sacred Heart Catholic School that shares their gymnasium, and Sacred Heart Parish.



LSL Method



DePaul has adopted an oral/aural instructional methodology through speech, speechreading, and communication using the normal use of the English language. Parents and families are assisted in learning and using this methodology in their homes with their children. This process takes time, and the ability to be patient with everyone involved in the process. It is necessary to recognize that the hearing-impaired child needs to have multiple presentations of words and phrases they need to know such as names of family members, rooms in the house, pieces of clothing, toys, furniture they use, etc.

The process of teaching the vocabulary suggested involves scheduling meetings between the teacher and student(s) in which the given set of commands and/or vocabulary words is presented in a friendly setting, where the presenter and students feel at ease.

Each family or classroom teacher knows which words the hearing-impaired person needs to know in the setting where they live, attend school, play outside, and go to familiar places. Families and others (who are with the students or adults) know what vocabulary they need to learn for given situations.

It is important to remember that repetition of names, places, and familiar things, in relation to a familiar and given situation, is necessary for helping the hearing-impaired person to learn what you expect them to understand and use on their own in the future. It may be a challenging endeavor, but it is a rewarding experience for both the learner and the teacher.

TESTIMONIAL

"Our child going to DePaul has profoundly changed our lives in what could only be for the better. He has made friends with peers just like himself and feels acceptance and support. He loves going to school! This positivity has molded him into the outgoing, social little man that he is and whom we love. He has learned so much in the adaptive environment that will prepare him for inclusion in the future. His continuous work in his class, speech, OT and PT makes his skills and speech clarity stronger every day."

- Parent of DePaul Student



The Position: Executive Director



DePaul School for Hearing and Speech is licensed by the Commonwealth of PA as an Approved Private School that teaches children, infants through 8th grade, who are deaf, hard of hearing, or have speech and language disorders. The Executive Director is chosen by the Member Board, composed of the Bishop of the Diocese of Pittsburgh, the Diocesan Superintendent of Catholic Schools, and a representative of the Sisters of Charity of Seton Hill, who founded the school. This Member Board delegates its authority to a Board of Trustees who is the direct report for the Executive Director. DePaul School is one of only 41 schools in the country teaching Listening and Spoken Language (LSL) education to children who are deaf or hard of hearing. DePaul is the only LSL school in the Western Pennsylvania, Ohio and West Virginia tri-state area. The school seeks to increase its visibility and transform the lives of more and more students through its unique program and culture. The new Executive Director will have the charge of innovatively expanding the programs that are offered, communicate clearly the transformational nature of the educational method, build philanthropy to support the mission of the school, and find creative ways to advance and communicate the Catholic foundations that flow from the foundation and charisma of the school. He or she will also build upon the school's strengths, support the Education Director in leading the academic outcomes of the school, and provide the visionary leadership necessary to secure a future of excellence.

ESSENTIAL FUNCTIONS/MAJOR RESPONSIBILITIES: Our Executive Director serves as the school's visionary, organizational, entrepreneurial, and community leader.

As visionary leader, the executive director collaborates with the school board regarding strategic planning efforts; assures that the unique nature of the school is considered in all decisions; advances the unique Catholic culture of the school; serves as a witness to the aspirational nature of the school; and establishes long-term goals that will help secure long-term vitality

As organizational leader, the executive director selects, supervises, and evaluates the education director and anyone that works in operations and development; ensures effective and relevant use of personnel resources; works with the school board to implement policies, budgets, and other institutional practices; supports the education director in all aspects of spiritual, cultural, and instructional leadership.

As entrepreneurial leader, the executive director is responsible for implementing good business practices including but not limited to: development and enrollment efforts; human resource/personnel management; leveraging grants and public funding; lobbying State, public, and private foundations; professional formation; facilities maintenance and enhancement; institutional advancement; and contemporary communication.

As community leader, the executive director is responsible for building a school community that is clearly connected to the mission of the school; help increase visibility of the program to future families, potential employees, and within the community; help craft a message that invites others to consider ways to support and foster the good work of the school.



EXPECTED QUALIFICATIONS AND CHARACTERISTICS FOR APPLICANTS



The successful candidate must be someone who:

- Has a clear understanding and commitment to the mission of Catholic education and is willing to build upon the foundations of excellence already in place at DePaul School for Hearing and Speech
- Has a clear understanding of the transformational nature of the educational program at the school and an understanding of how to advance this in all aspects of school life
- Has a desire to build the community of the school and expand the visibility of the school in the local and national sphere
- Has experience in leveraging and utilizing public funding for special education
- Has the vision and capacity to create and oversee a successful development office
- Is motivated to work with all constituents in identifying and advancing strategic initiatives
- Can lobby, find and allocate resources through State, private, and public funding to support the education provided at the school and be innovative in expanding the program that is offered
- Has a minimum of a Master's Degree and demonstrated leadership skills within an educational, corporate, or non-profit setting
- Contributes time and effort to institutional advancement: admissions, marketing and fundraising
- Assures compliance with all laws and regulations, accreditation requirements and internal policies and procedures



Preferred attributes:

- Is a practicing and active Catholic who shows an understanding and commitment to the mission of Catholic education and is willing to build upon the foundations of excellence already in place at DePaul School for Hearing and Speech
- Experience in teaching or advocating for students with special needs, specifically those with hearing or speech problems
- Experience in administration at the primary or secondary educational level
- Experience in non-profit leadership with an understanding of advancing philanthropy in the educational space
- Demonstrated record of leadership ability and accomplishments.
- Outstanding poise, presence, and communication skills, both written and verbal
- Ability to work with universities to support the programs offered and the Teacher of the Deaf apprenticeship program
- Ability to communicate effectively with a broad range of constituents
- Demonstrated experience in planning and supervision of strategic initiatives
- Understanding and expertise in working with a diverse population



SEARCH PROCESS



DePaul School for Hearing and Speech is proud to partner with Mission Driven Catholic for this leadership search. Mission Driven Catholic works to revitalize Catholic schools to fully embrace their mission to be centers of evangelization for students and their families.

All interested applicants should forward a letter of interest, and a resume or CV to:

MISSION DRIVEN CATHOLIC

Attn: Dr. Daniel Baillargeon, Recruiter

d.baillargeon@missiondrivencatholic.com

