



**LOYOLA  
UNIVERSITY  
CHICAGO**

***Center for Catholic School Effectiveness  
School of Education  
Loyola University Chicago***

# *Tiptoeing into the 21<sup>st</sup> Century*

**Keith Crowley, Ph.D.**

**Xaverian Brothers High School**

**Fifth Annual Conference on Instructional Leadership**

**November 12 - 14, 2009**



***National Catholic Educational Association  
Secondary Schools Department***



**Our Context**

- Westwood, Massachusetts (20 minutes outside Boston)
- All boys Catholic High School founded and sponsored by the Xaverian Brothers (Congregation of St. Francis Xavier)
- Current Enrollment: 930 boys
- Teaching Faculty: 72 full-time



- Approximately 40% of the faculty have been at Xaverian for 15+ years
- Average number of years in Catholic education: 16
- Average age is approximately 39
- 93% have one or more master's degrees
- 3 Xaverian Brothers in school



- 98% of graduates go on to four year colleges
- 88% of students who took AP exams earned a 3 or better
- Approximately 50% of graduating seniors earned a three or better on at least one AP exam
- SAT/ACT scores above state and national averages



1990



So what's different now?



# A thought from Jim Collins. . .

“Enduring great organizations are characterized by a fundamental duality. On the one hand, they have a set of timeless core values and a core reason for being that remains constant over long periods of time. On the other hand, they have a relentless drive for change and progress – a creative compulsion that often manifests itself in BHAGS (Big Hairy Audacious Goals). Great organizations keep clear the difference between core values (which never change) and operating strategies and cultural practices (which endlessly adapt to a changing world.)”

— from *Good to Great*



So why are we tiptoeing?



**It is about capacity building!**



**It is about differentiation!**

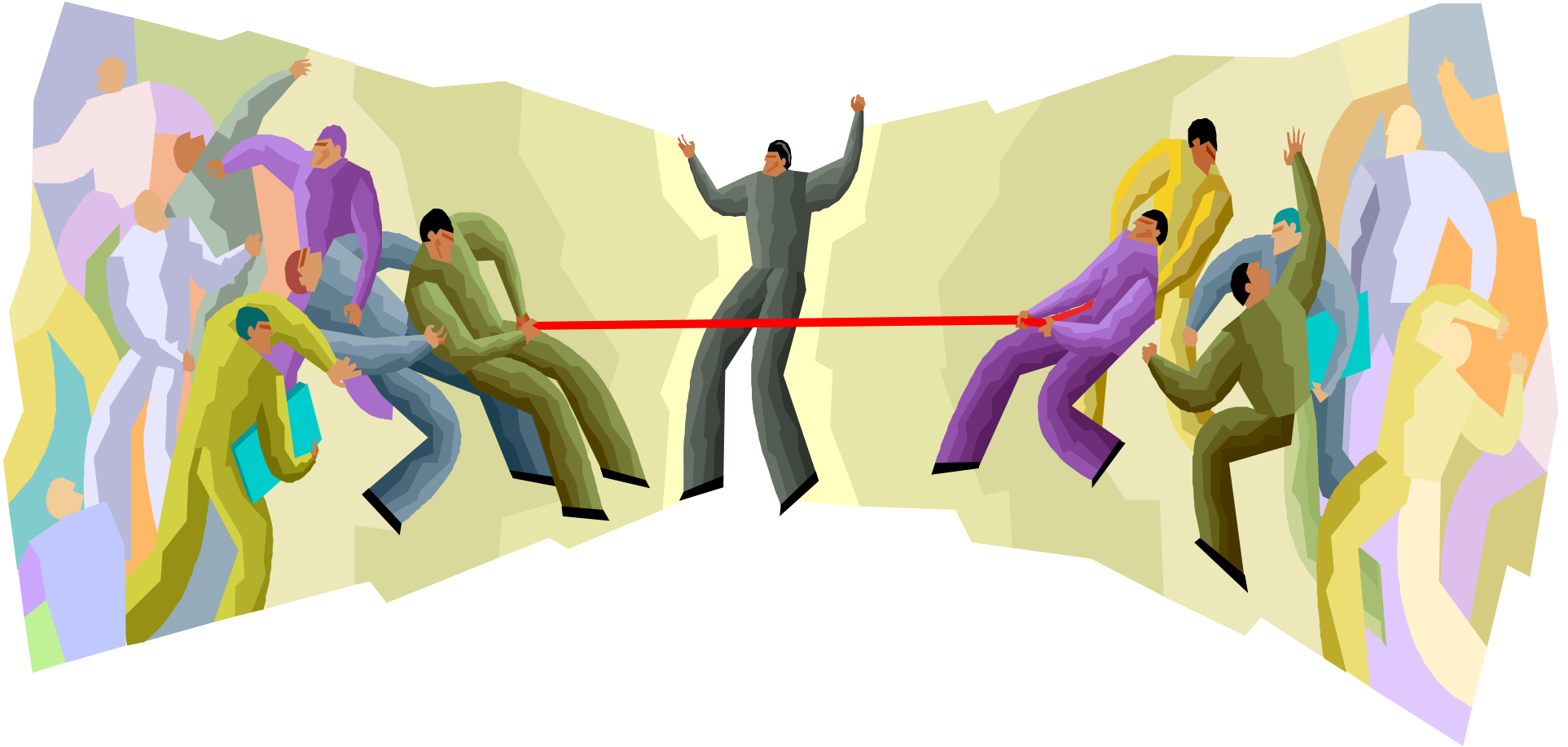
**It is a pedagogical and cultural shift!**

# What is at stake?

Technology Natives

vs.

Technology Immigrants



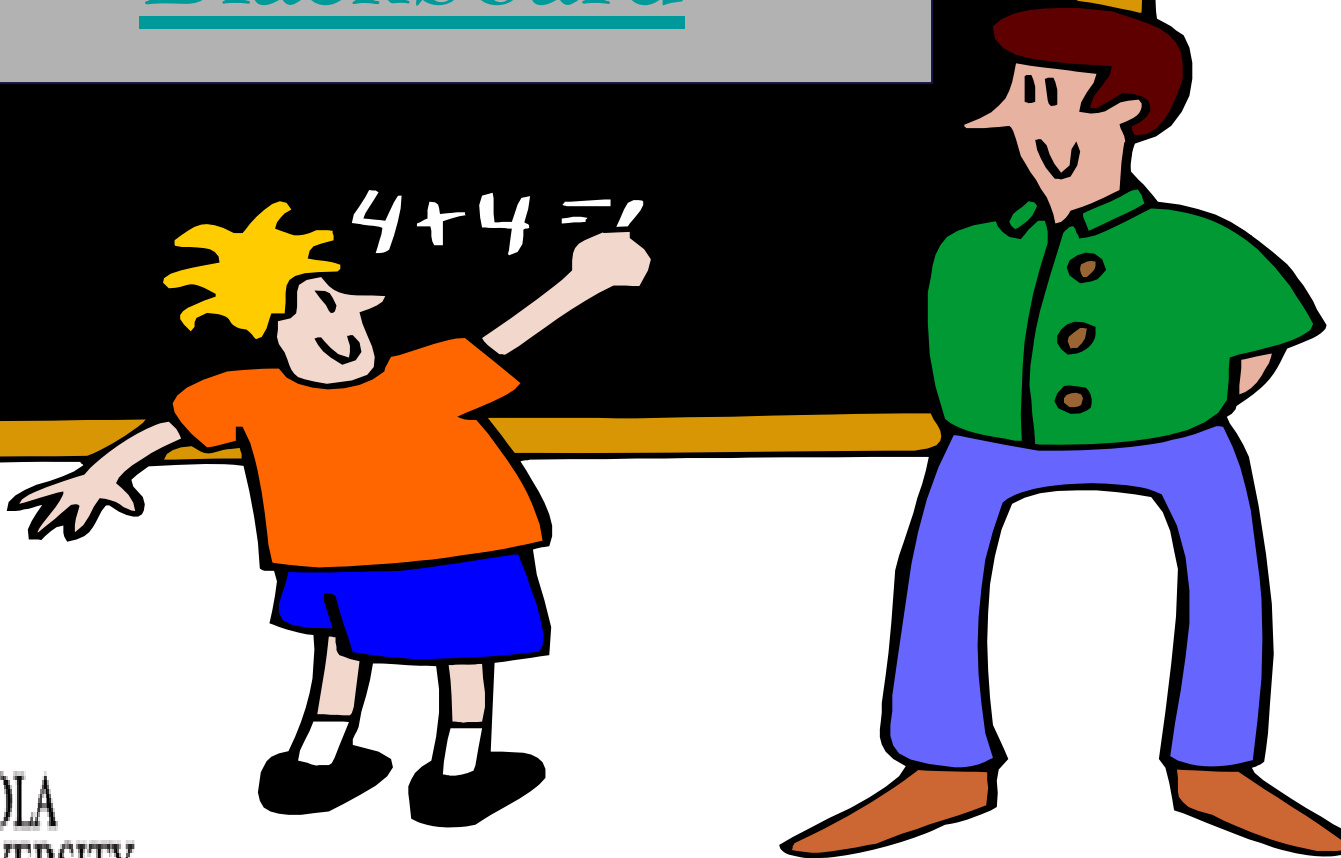
# What? How? Why?

- Mentoring → Coaching
- Professional Learning Community
- Interdisciplinary Learning
- Integration of Mission and Induction



# Blackboard

$4 + 4 = ?$



LOYOLA  
UNIVERSITY  
CHICAGO



# A final thought . . .

“Things change. And they are changing now at an unprecedented pace driven by ineluctable technologies. Our task is to make those new technologies our servant, not our master, and certainly not our enemy.”

G. Calvin Mackenzie

*The Digital Revolution Hits Home – or Does it?*

*Colby Magazine, Summer 2009*

