

Daniel R. Baillargeon, Ph.D.



Dedicated and devoted Catholic school leader committed to advancing the evangelizing mission of the Catholic Church through research, ministry, and supporting parishes and Catholic schools. More than 20 years teaching and administrative experience in elementary, junior high, high schools, diocesan offices, and higher education. Expertise in mission alignment, integration of Catholic identity, curriculum development, community building, enrollment management, effective marketing, budgeting, professional development, accreditation, strategic planning, teaching and learning, and catechesis in Catholic settings. More than 25 years of ministry experience with youth and adults fostering a deeper understanding of Scripture, the beauty of the Catholic faith, and living authentic lives in Christ. Proficient in Spanish. Mission-driven leader who constantly seeks to advance the evangelizing mission of the Church as well as build intentional faith communities.

Research Interests

Mission-Driven Leadership; Evangelization through Education; Mission and Charism of Catholic Schools and Families; Catholic Education; Exemplary Catholic Culture in Catholic Schools; Catholic School Vitality; Excellence in Education

Education

Ph. D. (2018), Catholic Educational Leadership and Policy Studies
The Catholic University of America, Wash. DC

- Dissertation: “Mission-Driven Leadership and Catholic Identity”

M. Ed. (2006), School Administration
Sul Ross/Rio Grande College, Alpine TX

B.A. (2001), Music
University of Connecticut, Storrs, CT

Professional Experience in Catholic Education

President and Founder

June 2022 - Present

MISSION DRIVEN CATHOLIC, Bloomington, OH

- Provided mission aligned training to new principals in Catholic schools in several areas of the country
- Developed resources for diocesan leaders to assist in advancing the evangelizing mission of the Church through their schools as well as the efficient operations of their offices
- Created and shared research based content to individual schools and through an open forum
- Launched a podcast to connect Catholic educators with one another through prayer
- Empowered and supported Catholic school leaders through conferences, mentoring, strategic planning initiatives, and retreats

President and Founder

MDC CONSULTING LLC, Bloomington, OH

September 2022 - Present

- Provided mission aligned leadership training and mentoring to increase student achievement
- Developed strategic plans for schools aimed at increasing institutional vitality, augmenting school culture, and increasing academic excellence
- Developed resources for diocesan leaders to assist in the efficient operations of their offices

Fellow

FRANCISCAN UNIVERSITY OF STEUBENVILLE, Steubenville, OH

2024 - Present

- Collaborating in educational initiatives
- Approved to teach as an adjunct in both the Theology and Education Departments
- Consult in the development of programs and resources for the Education Department

Adjunct Professor

AVE MARIA UNIVERSITY, Ave Maria, FL

2024 - Present

- Designed “Staff, Academic, and Program Evaluation” a fully online course for Catholic School leaders in the Master’s of Catholic School Leadership Program
- Recorded weekly lectures, provided access to high level resources, and assisted cohorts in successfully completing course requirements
- Assessed student work and engagement and made adaptations to the course to increase a sense of community in the online space

Superintendent of Catholic Schools

DIOCESE OF SPRINGFIELD, Springfield, MA

2018-2022

Spiritual Leadership

- Planned the first Diocesan Convocation for Catholic school teachers and catechetical leaders
- Provided retreats for principals, teachers, and students of the Catholic school system
- Presented the benefits of missionary discipleship through Catholic education to the Clergy Commission
- Ensured that evangelization was at the heart of the strategic planning initiatives of the Diocese of Springfield with respect to Catholic schools
- Presented multi-day and multi-level workshops to Catholic school teachers and students regarding practical Catholic apologetics, Catechetical principles, evangelization, and the teachings of the Catholic Church

Instructional Leadership

- Leveraged Title Monies to provide high level professional development to all teachers in the Catholic school system
- Worked with individual school faculties on best practices in strengthening their Catholic cultures through integration of the Catholic faith throughout the curriculum
- Redesigned the testing system for the school to better align with the Diocesan curriculum standards
- Designed nimble remote instruction guidelines to support Catholic schools with diverse needs to thrive during mandatory State shutdowns
- Began the work on rewriting the curriculum standards of the Diocese of Springfield to better capture the Catholic intellectual tradition
- Provided vision, direction, and professional development to support schools in embracing a more classical curriculum steeped in the Catholic intellectual tradition

Organizational and Fiscal Leadership

- Collaborated with schools to increase enrollment by more than 10%
- Assisted in development of accreditation efforts of the elementary schools and Diocesan high schools
- Compiled the thoughts of the Pathway to Faith Commission and wrote the document which serves as the strategic plan for the Catholic school system
- Provided School Board training and development to the parish schools
- Encouraged the opening of preschools, elementary schools, and high schools in underserved areas of the Diocese of Springfield
- Helped schools manage the challenges of preparing to re-open in light of the COVID-19 pandemic
- Designed a highly functioning Catholic Schools Office personnel plan and implementation guide to provide multi-faceted leadership for the future of the Catholic schools in the Diocese of Springfield
- Began the process to redesign the tuition models of all the schools toward a cost-based/net-income model to increase accessibility of the schools of the diocese for underserved and underrepresented populations

Executive Associate of the Master of Catholic Leadership Program 2020

FRANCISCAN UNIVERSITY OF STEUBENVILLE, Steubenville, OH

- Collaborated in developing, and created the curriculum for a course connected to the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools
- Taught Action Research Project Seminar I to students enrolled in the Masters of Catholic Leadership Program
- Collaborated in setting up Round Table discussions for Catholic school leaders in the country in response to emphasizing the value added of Catholic schools in full-time, hybrid, or remote environments

Interim Principal	2017
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TRINITY HIGH SCHOOL, Manchester, NH

- Provided administrative and spiritual leadership in a time of crisis and transition
- Created a balanced budget with room to address major facility upgrades
- Assisted the Diocese of Manchester in advancing a 7-12 model to assure matriculation into the high school
- Engaged the community in addressing the needs of the school through enrollment management work, regular communications, alumni connections, and marketing strategies

Headmaster **2014-2017**

ST. BERNARD PREPARATORY SCHOOL, Cullman, AL

Spiritual Leadership

- Enhanced the faith life of the students, faculty and parents by reinstituting Campus Ministry, retreat programs, and increased access to the Sacraments
- Worked with the Board of Directors and faculty to begin implementing the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools into the school's planning, teaching, and accreditation processes
- Provided professional development, regular prayer opportunities, annual retreat, and personal prayer to help sustain and advance the spiritual community of the school

Instructional Leadership

- Doubled the number of AP classes offered at the school by recruiting and providing professional development to highly qualified teachers
- Strengthened the Fine Arts program through support, scheduling, and resources
- Improved consistency in classroom instruction by working to create and adopt a vertically aligned rigorous curriculum in all subject areas grades 7-12
- Provided instructional support to teachers to meet the needs of the school's changing demography
- Provided assistance and guidance in cross-curricular planning including connections to a Catholic/Benedictine philosophy of education

Organizational and Fiscal Leadership

- Increased overall school enrollment by 20% and increased the Spanish speaking population by 200%
- Redesigned the middle school and high school curriculum and increased the overall capacity of the middle school to ensure enrollment of well-prepared students to the high school as well as better prepare graduates for college
- Worked with the Board of Directors to create a 5-year budgetary plan as well as develop the newly adopted governance model of the school
- Developed policies and job descriptions for faculty members which were adopted by the Board of Directors
- Revised the parent/student handbook to ensure compliance with best practices in education and protect the school against liabilities
- Worked with the Monks of St. Bernard Abbey to design the Heidrich Library, a \$3.5 million dollar renovation, to meet needs of an increasing enrollment
- Developed a Security Committee and Safety Plan to increase student safety and campus security
- Successfully prepared the school for its accreditation through SACS

Principal

2006-2014

ST. LOUIS CATHOLIC SCHOOL, Alexandria, VA

Spiritual Leadership

- Enhanced the faith life of the students, faculty and parents by creating and instituting a Virtue Program, retreat programs, assembly programs and apologetics instruction
- Coordinated and planned retreats for the principals of the Diocese of Arlington
- Worked with the Office of Catholic Schools to begin implementing the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools into the Diocesan accreditation process
- Provided professional development, regular prayer opportunities, annual retreat, and personal prayer to help sustain and advance the spiritual community of the school

Instructional Leadership

- Transformed the school culture of meeting diverse educational needs through the establishment of a junior high school model and creation of a Resource program
- Strengthened the Fine Arts program by instituting an Art Program and internal Band Program
- Built Professional Learning Communities at the school and provided guidance to other principals in establishing PLC's throughout the Diocese of Arlington
- Served on the Professional Development Committee, Catholic Standards Committee, and Junior High Planning Committee along with the Office of Catholic Schools of the Arlington Diocese
- Founded a preschool to form younger students and families in embracing Catholic education
- Worked with teachers to develop 5-year improvement plans focused on Reading/L.A. instruction, Math instruction, and Faith Community
- Interviewed, hired, evaluated, and assisted in the goal setting process of 60 faculty members

Organizational and Fiscal Leadership

- Increased overall school enrollment by 20% including a preschool program to solidify Kindergarten enrollment to bring school to capacity according to Fairfax County Codes
- Minimized subsidy provided by parish to the school through solid business practices and development work
- Established a Development Committee to work on providing long-term fiscal strength to the school through enrollment management, Annual Fund, effective marketing, and business partnerships
- Successfully prepared the school for two re-accreditation efforts

Vice-Principal and Head Middle School Teacher

2003-2006

OUR LADY OF REFUGE SCHOOL, Eagle Pass, TX

Taught junior high school religion, language arts, literature, math and music; coordinated scheduling, curriculum and teacher oversight at the junior high school; led the re-accreditation efforts of the school

Professional Experience in Catholic Ministry

Co-Founder MADE for Christ

2019-present

Co-founded organization dedicated to providing authentic Catholic retreats and programs that support a proper understanding of the faith as well as building intentional Catholic community. Work includes:

“Using a Eucharistic Lens to Understand our Faith:

April 2022

- Designed and delivered a three-day parish mission to foster greater devotion to Jesus in the Blessed Sacrament
- Topics included, “The Eucharist in the Old Testament”; “The Eucharist as the goal of Christ’s public ministry”; “From Resurrection to today and beyond – The Eucharist remains with us”

“Catholic Youth Mini-fest”

September 2019

- Designed and delivered a day-long catechetical program to support youth and youth ministers who took part in Steubenville East retreats and foster interest in future conferences
- Topics included, “Staying connected in community”; “Jesus fully present in the Eucharist”; “Understanding how God connects us through the redemption brought by Christ”

“My Catholic Faith Series”

December 2019

- Designed a three-part series on the Catholic faith geared to Catholic school parents
- Topics included, “Preparing our hearts for Christ’s coming during Advent”; “The True Presence of Christ in the Eucharist”; “St. Joseph a model for our Lenten journey”

“Behold Your Son: A Lenten Mission”

March 2020

- Designed a three-day Lenten mission to foster greater devotion to Mary and Jesus through a thorough presentation of Salvation History
- Topics include, “How the Old Testament helps us understand Our Lady”; “Using typology to understand Jesus in the Eucharist”; “The importance of redemptive suffering”

Full-day Confirmation Retreats

April 2019

- Worked with Megan Baillargeon in coordinating all aspects and logistics of confirmation retreats including food, venues, etc.

- Presented day-long retreats which include Mass, adoration, and confession. Catechesis generally covers the following topics: “Proofs of God’s Existence”; “Jesus as God”; “The True Presence”; “The Holy Spirit throughout the Old and New Testament”; “Mary as the Ark of the Covenant”

Selected Speaking Engagements and Presentations

- “Five Marks Fridays” A series of five talks providing context, clarity, and practical applications regarding the Five Marks of Effective Catholic Schools for aspiring and current teachers; Franciscan University of Steubenville, Spring 2025
- “12 Virtues of a Good Teacher” Steubenville Teacher Convocation, Steubenville, OH
- “Mary, Mother of God and our Mother” Three-day Lenten Retreats, Lucinda, PA; Ludlow, MA
- “We Only Have Today” Diocese of Portland, ME Education Convocation, Portland, ME
- “Collaborative Professionalism in a Professional Learning Community” St. John Paul the Great Teacher Meeting, Dumfries, VA
- “Integrating the Faith into the Classroom: Advancing what is True, Good, and Beautiful in Catholic Schools” Steubenville Teacher Convocation, Winterville, OH
- “Family Matters: How Catholic schools support families in the faith” Florida Catholic Conference, Orlando, FL
- “Who is God Calling You to be: The importance of witness in evangelization” Diocese of Springfield Lenten Day of Reflection, Springfield, MA
- “The Importance of the Pastor and Principal Team in Evangelizing a Catholic School” Diocese of Pensacola In-Service, Pensacola, FL
- “Catholic Schools: Celebrating what is true, good and beautiful” Diocese of Springfield Teacher In-Service, Springfield, MA
- “The Power Within: Harnessing the power within your school and within you” ACAAP New England, Worcester, MA
- “Pathways to Faith: Unlocking access to Christ through Springfield’s Catholic Schools” Diocese of Springfield Clergy Day, Springfield, MA
- “Decisions, Decisions, Decisions: Keeping mission in mind” NCEA Institute for Catholic School Leaders, Indianapolis, IN
- “Mission-Driven Leaders: The impact of a life story” NCEA Catholic Leadership Summit, Newport, RI
- “Mary is the New Ark of the Covenant” Advent day of reflection, Springfield, MA
- “Advent: Ways to stay connected to the faith” (with Megan Baillargeon) Advent Mission, Dalton, MA
- “Marriage: Staying connected to God in order to connect with one another” (with Megan Baillargeon) Lenten Mission, Westfield, MA
- “Marriage: Directing our love toward God and the importance of discernment” (with Megan Baillargeon) Worcester Polytech Institute, Worcester, Ma
- “Marriage: Ways to thrive in the vocation of marriage” (with Megan Baillargeon) Pioneer Valley Catholics, South Hadley, MA
- “The Eucharist: Walking through the Old Testament to understand the Real Presence” St. Cecilia Confirmation Program, Wilbraham, MA
- “Embracing Silence as a Father: Following the example of St. Joseph” Vita Nova Men’s Retreat, Manchester, NH
- “Saturday Morning Coffee with Dan and Megan” – a pre-evangelization YouTube channel geared toward sharing the faith in a way that invites others to feel a part of community
- “Keep the Faith” – a family-based catechetical YouTube channel geared to assist families during remote instruction as a result of the COVID-19 closure of Catholic schools

Publications and Memberships

“Diocese of Springfield School Re-Opening Plan and Continuity of Instruction”	2020
“Mission-Driven Leadership and Catholic Identity” a dissertation	2018
“Pathways to Faith: Unlocking Access to Christ through Springfield’s Catholic Schools”	2019
Founder of and contributor to “Truth, Goodness, and Beauty: A forum to share exemplary practice in advancing the mission of Catholic education”	2019
Member of Classic Learning Test Board of Academic Advisors	2019
National Catholic Education Association	2006
The Association of Catholic Admissions and Advancement Professionals	2018
Association for Supervision and Curriculum Development	2010
Legatus: Ambassadors for Christ in the Marketplace	2020