



Cristo Rey San Diego School Principal

Cristo Rey San Diego seeks a mission-driven, innovative, collaborative, student focused, and community-centered Principal to serve as the chief academic, instructional, and formational leader for Cristo Rey San Diego. The Principal reports directly to the school's President, and serves as a critical member of the school's leadership team.

About the School:

Cristo Rey San Diego High School is the 37th school in a growing national network of Catholic high schools recognized for transforming Catholic education through a unique integration of rigorous academics, professional experience, and spiritual formation. For the 2023-24 school year, Cristo Rey San Diego will welcome its third class of approximately 60 9th grade students of limited financial means. Cristo Rey's innovative model calls for our students to attend class four days per week and work in a professional setting five days per month through our Corporate Work Study Program (CWSP). While some of our students will enter high school below grade-level academically, it is the collective mission of our staff to ensure that our students gain admission to—and ultimately graduate from—college. In pursuit of that goal, Cristo Rey has a longer school day and an extended academic year, and our teachers innovate, plan, reflect, and practice so that they maximize their impact in the classroom.

Principal Roles and Responsibilities:

Catholic Identity and Cristo Rey Mission

- Serve as a spiritual leader for the school; ensures that the school's Catholic identity, vision and mission drive school decisions and positively support all school stakeholders, ensuring liturgical practices, prayer, and Catholic culture are integrated into school life. Allocates time and resources for the work of Campus Ministry.
- Ensure that all members of the school community are treated fairly, equitably, and with respect and compassion; positively support all stakeholders; actively work to create a loving environment; protect the rights and confidentiality of students and staff.
- Actively participates in and supports the school-wide leadership team and promotes the integration and importance of Academics and CWSP as part of a college preparatory experience, ensuring clear communication of shared expectations for students.
- Actively participate in CRN professional development and take advantage of CRN coaching and support; actively participate in faith formation programs aimed at deepening and nurturing your capacity as a spiritual and mission-driven Catholic school leader.
- Work with the Congregation of Jesus and Mary (also known as the Eudists), the school's Catholic sponsor, to develop and sustain the school's Catholic identity

Teaching and Learning

- Serve as the lead-learner in the building; stay current with research, best practices, and trends relevant to Catholic, urban education, and issues that may be affecting the school's students.
- Oversee faculty members; conduct regular classroom observations using a research-based framework; maintain a visible and active leadership presence throughout the building; provide teachers and classroom staff with valuable feedback to further develop their professional skills.



- Lead the implementation of the common, rigorous, college-ready Cristo Rey Network curriculum; promote and nurture a college-going culture with high student expectations.
- Lead the implementation of school-wide cycles of formative/interim assessments, analysis of data, and monitoring of student progress; identify and prioritize needs and determine team and individual interventions; communicate academic data to stakeholders.
- Plan and execute a program of professional development informed by instructional, school culture, and student achievement data. Ensure that professional development is collaborative and aligned with the school's instructional and formational vision.

School Culture and Family Involvement

- Foster and promote a school culture that values diversity and the unique gifts that all staff, students, and families bring to the school community; foster the creation of an inclusive school environment, and ensure that parents are welcomed and acknowledged as partners with the school; develop and implement strategies for meaningful and reciprocal family and community engagement.
- Lead the school community to create a culture of high expectations and continuous improvement, complemented by high levels of support; promote and articulate a vision for continuous improvement that recognizes existing equity gaps and commits to their elimination.
- Serve as a model of the school's values and mindsets, and hold self and others accountable to maintaining high standards; actively promote the regular exchange of affirming and constructive feedback among members of the school's staff.
- Ensure an active co-curricular life of the school, which gives students opportunities to develop their non-academic talents and interests (musical, artistic, athletic, etc.).

Strategic Planning

- Lead the school community to develop a detailed, concrete, and compelling vision for excellence that encompasses academics, school culture, community engagement, alumni engagement (when applicable), and partnership with the Corporate Work Study Program. This vision must reflect a critical understanding of the students' varied cultural identities, along with the school's Catholic identity; consult with the President and other stakeholders to incorporate their understanding of the school's context and to secure their investment in the school's vision for excellence.
- In consultation with the President and other key stakeholders, develop a multi-year strategic plan that is aligned to the school's shared vision of excellence, that leverages the resources of the Cristo Rey Network, and incorporates knowledge of current realities and progress-to-goals.
- Predict the needs of staff, students, and families in pursuing the strategic plan, adjusting over time, as necessary; anticipate barriers, and develop measures of effectiveness and plan for contingencies.
- Design and execute processes and systems for progress-monitoring with goals and metrics across all critical areas of the strategic plan.
- Establish concrete, ambitious, meaningful medium- and long-term goals that serve as qualitative and quantitative indicators of students' college-readiness.

Allocation of Resources and Supervision of School Personnel

- Audit time, personnel, and resources to ensure college-readiness for all students.
- Set and communicate clear expectations for excellence, and define responsibilities for staff; delegate tasks and responsibilities in ways that are consistent with role definitions; maximize the impact of each team member under your chain of management.



- Develop and execute strategies to improve performance of staff over time and hold staff members accountable.
- Monitor progress on multiple work streams and individual expectations. Acknowledge progress, celebrate successes, and intervene in a prompt, direct, and professional way to address gaps when needed.
- Consistently follow federal and state policy and establish a high bar for professionalism and discretion when handling personnel issues.

Additional Skills

- Deep commitment to students of limited economic means
- Flexibility, energy, stamina, and foresight to be an effective leader of a start-up school
- Ability to build a shared vision and inspire commitment to a mission
- Ability to build relationships with a diverse staff and parent community
- Ability to plan in a manner that anticipates barriers and recognizes needs school-wide
- Strong collaboration with others and the willingness to solicit input prior to developing strategies and solutions
- Ability to motivate and influence others to achieve excellence in the workplace
- Openness to feedback
- Ability to think critically and reflectively, and to prioritize effectively
- Openness to growth and a commitment to continuous learning
- Strong written and oral communication skills
- Ability to develop and execute an effective school budget

Physical Requirements

- Spend the majority of the day standing and/ or walking around, sit on an occasional basis
- Be mobile to, from, and within the office, as well as maneuver throughout the parish/school facility to attend meetings, briefings, and other work-related events.
- Conduct trips to, from, and within various city and county-wide locations to attend meetings or events.
- Walk through the classroom and be able to maneuver in tight spaces between desks. Walk on both even and uneven surfaces
- Ascend and descend stairs and ramps
- Kneeling or squatting, stooping, or bending while working with students
- Reach at, below, or above shoulder height with the dominant upper extremity; may require trunk or neck rotation to look back at the class
- Assist in moving children's desks and chairs to change the layout of the classroom to influence the learning situation. It is occasionally necessary to lift and carry boxes weighing up to 25 pounds from the office to classrooms. Carrying can be up to 200 feet and varies.
- Speak clearly so listeners can understand. Understand the speech of another person

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



Qualifications:

- Master's Degree in an educational field preferred
- Minimum three years experience in school leadership
- A commitment to Catholic education
- Demonstrated ability to connect with families of limited economic means
- Demonstrated ability to serve as the faith leader of the school
- Proven background in curriculum design, teacher supervision, and data analysis
- Demonstrated understanding of the college qualification and acceptance process
- Background in designing and executing school improvement plans
- A commitment to personal and professional integrity and moral character
- Fluency in Spanish preferred

Procedure:

All interested and qualified applicants with a passion for Cristo Rey's mission are invited to apply. Please include the following:

- Resume
- Cover Letter (not longer than one page).
- Responses to the following questions (not longer than 1000 words total):
 - How would you describe your philosophy of education? How would you put it into practice at Cristo Rey San Diego?
 - How would you describe your leadership style?
 - What past experiences in educational leadership have prepared you to serve as a principal of a Cristo Rey school?
 - What qualities and dispositions will you look for when hiring teachers and staff? How do you plan to support, evaluate, and train teachers?
 - How will you ensure the Catholic identity of the school? How would you define effective Catholic leadership?
 - What is your vision for the ideal graduate of Cristo Rey San Diego?
- References: Please include three letters of professional reference.

Please email your completed application as an attached PDF to teach@crstoreysandiego.org.

Equal Opportunity Employer:

Cristo Rey San Diego is an Equal Opportunity Employer. All employment decisions, policies, and practices are made in accordance with applicable federal, state and local anti-discrimination laws. Cristo Rey San Diego will not engage or tolerate unlawful discrimination on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, age, disability or handicap, sex, marital status, citizenship, veteran status, sexual orientation, genetic information, or any other characteristic protected by applicable federal, state or local laws.