



ABOUT CRJS

The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. We partner with educators, businesses, and communities to enable students to fulfill their aspirations for a lifetime of success.

OUR STORY

CRJS is a part of the largest network of high schools in the United States exclusively serving students of limited economic resources, and a proud member of the Jesuit Schools Network. If you are passionate about creating opportunities for students who would otherwise not have access to a high-quality college-preparatory Jesuit education - combined with professional work experience - and you are eager to use your skills and experience to create a faculty, student body, and school culture from the ground up, then this is the job for you. CRJS will welcome our first class of 9th grade students in the fall of 2024 and will add an additional grade level each year until we reach full enrollment.

WHAT OUR STAFF BELIEVE

- We are schoolteachers, not classroom teachers; we share a collective responsibility for all students.
- We make the choice every day to be the ones who will prepare all students to live lives of opportunity - we do not believe there is “another school.”
- We apply a growth mindset when working with students. All students are capable of academic growth; intelligence is not fixed.
- We build the world we want to see and live in, even if it does not exist yet - one that it centers equity and inclusivity.
- We see humanity in all people.
- Like Paulo Freire and the Ignatian Pedagogical Paradigm, we believe education must go beyond the mere giving of information from teacher to student.
- We take an entrepreneurial approach to teaching and learning.
- We believe student work is both a mirror and a window into our teaching practice.

WHY US?

Our goal is to attract, develop, and retain one of the best faculties in the nation. CRJS is committed to building and sustaining an inclusive and equitable work environment. We believe diversity benefits and enriches the development of all, and we value the cultural and identity diversity of our team.

Our educators will continue to do extraordinary work as teachers, mentors, and leaders, as well as play a critical role in the growth and decision-making processes of the organization. We will provide:

- Best in class team of colleagues: Our leaders are collaborative and reflective. CRJS leaders prioritize staff development, cohesion, and shared responsibility for org-wide decision-making, priority and goal establishment.
- Unique opportunity to not only shape the educational experience for our students but also to create the work culture you want to see.
- We have a deeply held respect for educators. We provide them with resources and agency to drive curriculum development, learning opportunities outside of the classroom, and encourage innovation to enhance the learning experience.
- Professional development: weekly PD, year-round retreats and trainings, and ongoing coaching
- Employees' premiums are covered for medical, dental and vision at 100%

Leadership & Presence

- **Modeling our Values:** Lead by modeling the school's core values and serving as an exemplar of the mission: treating all stakeholders with empathy and love, modeling excellence in your work, prioritizing effectively, following through with commitments, communicating with integrity, serving others, spreading optimism and joy.
- **Collaborative Leadership:** Contribute fully, intentionally, and constructively to the team—the Board, school leadership, CWSP staff, and faculty and school staff—in a range of contexts; collaborate with integrity, humility, commitment, and joy to ensure the foundation of trust that will enable the team to accomplish its ambitious goals.
- **Results Orientation:** Embrace the team's goals and the results we achieve as the collective responsibility of the entire Cristo Rey team; collaborate with colleagues to maximize the team's impact; seek opportunities to push the team, to laugh with colleagues, and to recognize and celebrate the team's accomplishments.
- **Commitment to Justice:** Model a commitment to diversity, equity, and inclusion, ensuring that all members of the community are honored and valued. Operate through an anti-racist lens through ensuring representation, confronting bias, and working to dismantle dominant culture assumptions and systems.
- **Systems- thinking:** Contribute to the management of systems and structure that ensure the school is safe, well-run, and achievement-focused. Strategically use time in service of meeting goals.

Instructional Leadership

Data-driven Practices

- **Data informed decision-making:** Ensure robust and effective data-driven student support through systematic, ongoing oversight of student performance data and strategic coordination of the Student Support Team, Academic Assistance Program, school counselors, and other staff to identify and provide appropriate resources.
- **360 Support for students:** Work collaboratively and effectively with parents and families in support of students struggling to meet expectations.
- **Assessment Implementation:** Oversee the coordination and administration of benchmark assessments, MAP testing and college-access testing (SAT, etc.); guide the school, academic departments, and the school in effectively analyzing and responding to student performance data.
- **Looking at Student work:** Design and lead structures that ensure that teachers are routinely looking at and responding to student work on a daily and weekly basis.

Coach & Develop Teachers

- **High bar for instruction:** Work closely with the principal and faculty to develop Cristo Rey's college-prep academic culture.
- **Professional Development Arc:** Work collaboratively with the principal to orient new staff, determine the faculty's professional development needs, and help design and lead high-impact professional development to ensure teacher growth.
- **Coaching & Evaluation:** Provide high-impact instructional coaching to a portfolio of teachers, including weekly observations and feedback and annual formal evaluations. Observe and evaluate teachers and provide goal-based coaching and feedback.
- **Instructional Planning Support:** Lead unit planning and lesson planning meetings that lead to engaging rigorous high-quality instruction.

Student Experience

- **Academic Support:** Maximize, improve, and expand academic support practices at the school, including after-school support program (ASP), revise them as appropriate, and ensure staff implement them effectively.
- **Celebration & Joy:** Co-design and oversee events that proactively nurture a positive academic culture, including those that recognize students' accomplishments, nurture student growth, and forge strong community identity.
- **Assume additional responsibilities** as deemed necessary by the principal to advance the Cristo Rey mission.

Qualifications:

- Bachelor's degree plus demonstrable progress towards a master's degree in school leadership.
- Record of strong student achievement as a middle school and/or high school teacher.
- Success leading adults and shaping a high-performing culture of teaching and learning.
- Demonstrated success as an instructional leader.
- Proficiency using technology to communicate and to track and analyze data.

SALARY AND COMPENSATION

- Range between \$120k - 135k on a salary schedule based on education and years of experience. Full time employees are eligible for the following benefits: medical, dental, vision, and retirement. Employees' premiums are covered for medical, dental and vision at 100% and dependents at 50% if elected. This position is eligible for enrollment in the group voluntary retirement plan – 403b.
- Contract is 12 months.

TO APPLY

Upload resumé and references from [HERE](#). Accepting applications until position is filled.

Equal Opportunity Employer

Cristo Rey Jesuit Seattle High School encourages applicants from a wide range of experiences and backgrounds to apply for this position. CRJS 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 Jesuit will not engage or tolerate unlawful discrimination on the basis of actual or perceived race, creed, color, alienage or national origin, ancestry, age, disability or handicap, sex, marital status, citizenship, veteran status, sexual orientation, genetic information, religion, or any other characteristic protected by applicable federal, state or local laws. Any offered salary is determined based on internal equity, internal salary ranges, market data, applicant's skills and prior relevant experience, degrees, and certifications.