



## 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 MAKES A FOUNDING MEMBER UNIQUE?

In this role, you will be at the forefront of designing and implementing innovative educational initiatives that truly resonate with our students. **Your expertise, voice, and drive will help shape decades of lives as we build the high school together.** As a Founding Teacher, you will play a vital role in developing a culture that fosters both student and staff growth.

## 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%

## **Primary Responsibilities**

### *Individual Social-Emotional Counseling:*

- Provide individual counseling to students who have been referred for concerns of social-emotional well-being.
- Create individualized behavior plans, personal goal-setting plans, or support plans for students experiencing crisis or other disruptions to learning.
- Connect students (and family, when appropriate) to outside support services or agencies when appropriate.
- Observe students in academic classes or during unstructured socialization times to further identify and support student needs.
- Maintain appropriate records and case files to track student information and recognize patterns in behavior in accordance with state law.
- Communicate regularly with parents, teachers, and administration to provide adequate understanding of the full scope of student concerns.

### *Additional Responsibilities:*

- Deliver instruction that proactively enhances awareness of mental health; promotes positive, healthy behaviors; and seeks to remove the stigma associated with mental health issues
- Serve as a member of the student success team on campus and provide support and recommendations for students as needed.
- Organize and maintain weekly small groups with individuals for the purpose of improving coping and social skills and any other identified needs.
- Work with individuals or small groups to improve executive function skills.
- Use data to develop and inform the school counseling program and evaluate the program's impact on the school's instructional goals.
- Provide referrals to school and community resources that treat mental health issues (suicidal ideation, violence, abuse, and depression) with the intent of removing barriers to learning and helping the student return to the classroom.
- Educate teachers, administrators, families, and community stakeholders about the mental health concerns of students, including recognition of the role environmental factors have in causing or exacerbating mental health issues, and provide resources and information.
- Advocate, collaborate and coordinate with school and community stakeholders to meet the needs of the whole child and to ensure students and their families have access to mental health services.
- Seek to continually update their professional knowledge regarding the students' social/emotional needs, including best practices in universal screening for mental health risk.
- Advocate for ethical use of valid and reliable universal screening instruments with concerns for cultural sensitivity and bias if state legislation or school board policy requires universal screening programs for mental health risk factors (ASCA, 2022)

## **Qualifications**

- Degree in Social Work (MSW) or Counseling (LCSW)
- Strong background in a school counseling, preferably at the middle or high school level
- Motivated by the potential accomplishments, innovations, and challenges associated with a growing institution
- Excellent interpersonal and communication skills and an ability to collaborate with parents, students, and colleagues

*\*Cristo Rey Jesuit Seattle High School is committed to following the American School Counselor Association (ASCA) Ethical Standards for School Counselors and National Association for College Admissions Counseling (NACAC) code of ethics and professional practices.*

### **SALARY AND COMPENSATION**

- Range between \$66,981 -119,700 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 11 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.