



CRISTO REY
PHILADELPHIA
HIGH SCHOOL

Principal

About Cristo Rey Philadelphia High School

[Cristo Rey Philadelphia High School](#), a college preparatory, Catholic school for students of all faiths, nurtures and challenges young people to recognize and realize their full potential as they learn to love others, grow in their faiths, and serve the common good. Founded in 2012 and based in a beautiful campus in the Tioga neighborhood of Philadelphia, the school serves over 525 students in grades 9-12 from across the city of Philadelphia as well as Camden.

Each student participates in the Corporate Work Study Program (CWSP), an integral part of the Cristo Rey model in which every student works one day a week throughout their four years at the school. The one day per week students are at work, teachers have extended planning and collaboration opportunities.

Who We Are:

- **Values-Driven:** We educate the whole student: academically, spiritually, and socio-emotionally.
- **Growth Opportunities:** We prioritize our faculty and staff's learning and growth.
- **Invested Students and Engaged Families:** Our students' families seek out our school and become part of our tight knit community of believers.
- **National Community:** Our faculty and staff are a proud part of a national movement.

Position Summary

Cristo Rey Philadelphia High School seeks a mission-driven, innovative, collaborative, student focused, and community-centered Principal to serve as the academic and educational leader. The Principal reports directly to the school's President and serves as a critical member of the school's senior leadership team. As the Principal, you will have an opportunity to continue to develop one of Philadelphia's most unique educational institutions and shape the future leaders of our community.

Primary Responsibilities

Catholic Identity and Cristo Rey Mission

- Responsible for fostering a culture of academic excellence and Gospel values. Advances a spirit conducive to prayer and study across the school community.
- Actively work to create a loving environment that is focused on what is best for students. Ensure that all members of the school community are treated fairly, equitably, and with respect and compassion; positively support all stakeholders.
- Actively participate in and support the school's leadership team; promote and support the importance of integrating academics with the Corporate Work Study Program as part of a college preparatory experience; ensure clear communication of shared expectations for students.

- Work with the school's Catholic endorsers, The Oblates of St. Francis deSales, the Immaculate Heart of Mary Sisters, and the Augustinians to develop and sustain the school's identity as a Catholic School for students of all faiths.

Instructional Leadership

- Serve as the lead learner in the building: provide personal and visible leadership to all members of the learning community and seek continuous improvement in a student-centric environment.
- Improve Teaching and Learning: Oversee and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student's academic success and well-being. This includes curriculum alignment to academic standards; regular cycles of observation and feedback for individual coaching; professional learning, aligned to the school's Academic Vision, for all faculty.
- Establish a shared understanding of team (grade level, content, and all faculty) purpose and effective team practices, observe and coach teams, distribute leadership to teams.
- Lead the implementation of school-wide 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.

School Culture and Family Involvement

- Foster and promote a school culture, rooted in relationships, that values diversity and the unique gifts that all staff, students and families bring to the school community.
- Ensure that parents are welcomed and acknowledged as partners with the school. Develop and implement strategies for meaningful and reciprocal family and community engagement.
- Cultivate a positive school culture defined by shared purpose and vision, high expectations, professionalism, and accountability to ensure the success and well-being of each student.
- Serve as a model of the school's values and mindsets and hold self and others accountable to maintaining high standards and high support; actively promote the regular exchange of affirming and constructive feedback among members of the school's staff.
- Work with the school staff and community to create and implement the systems necessary to ensure a safe and productive environment and that support the ongoing achievement of School and Network improvement priorities.

Strategic Planning

- Work with the Board of Trustees, and specifically the Academic Committee, to lead the school community in developing a detailed, concrete, and compelling vision for excellence that encompasses academics, school culture, community engagement, alumni engagement, and partnership with the Corporate Work Study Program.
- Design and execute processes and systems for progress-monitoring goals and metrics across all critical areas of the strategic plan.

Developing Professional Capacity of Instructional and Student Support Personnel

- Directs the recruitment, selection, and retention of faculty, assistant principals, other instructional and extracurricular staff who are best fitted to the mission of the school.
- Develops the professional capacity and practice of school personnel to promote each student's academic success and well-being.

Qualifications:

- Master's Degree in an educational field
- Commitment to the principles of Catholic education, demonstrated ability to serve as a faith leader
- Demonstrated commitment to working with diverse communities
- Principal Certification Preferred
- Minimum five years of experience in high school leadership position (Assistant Principal or Principal)
- Minimum 3 years of high school teaching experience
- Spanish speaking is a plus, but not required

How to Apply

All interested and qualified applicants with a passion for Cristo Rey's mission are invited to apply by December 10, 2024. Please include the following:

- Resume
- Cover Letter (not longer than one page).
- Responses to the following THREE questions (no longer than 1000 words total):
 - What past experiences in educational leadership have prepared you to serve as a principal of Cristo Rey Philadelphia High School?
 - What qualities and dispositions will you look for when hiring teachers and staff? How do you plan to support, evaluate, and train teachers?
 - What does it mean to lead a Catholic School for students of all faiths? How do you see our Catholic identity impacting how you would develop an academic vision for the school and lead continuous quality improvement?

Please email your completed application as an attached PDF to jointheteam@crphs.org and include the position title in the email subject line.