

ICA Cristo Rey Academy (ICA) is a Dominican Catholic college preparatory school that empowers girls from underserved communities to become confident young women able to realize their full potential. By providing an excellent academic curriculum, a unique corporate work study experience, and the support of our spiritual community, we prepare students for lives of faith, purpose, and service.

### Job Details:

Title: Religion Teacher

Term: 2025 - 2026 academic year

Reports to: Principal

Location: San Francisco

Position Type: Full-time, Exempt, 10 month (August - May)

Salary Range: \$65,000 - \$110,00 commensurate with experience

### Position Summary:

The Religion teacher will join a highly collaborative, innovative, and experienced Humanities division. The ideal candidate should have a demonstrated interest in high school education, enthusiasm for teaching college and career ready skills, and the ability to communicate effectively and appropriately with adolescent girls. The purpose of a Religion teacher is to 1) develop awareness of connection between religious/Catholic values and the world around them, 2) foster respect for differences between various faiths and individuals, and recognition of shared human values, and 3) nurture the development of personal beliefs and how to continue developing them through adulthood.

### Responsibilities:

*Primary duties consist of but are not limited to the following:*

- Teach five sections of grades 9 - 12, designing lessons, projects, and assessments that foster active learning
- Plan instruction to meet the needs of a wide range of learners, at various levels of intellectual and social development
- Cultivate a positive, challenging, and equitable learning environment that reflects ICA's mission and allows the diverse student body to grow and thrive
- Foster the practice of anti-racist, anti-bias education, multicultural teaching, and culturally responsive pedagogy
- Work closely with the Dean of Curriculum & Instruction, the Division Chair, and colleagues to develop engaging and meaningful curricula with vertical and horizontal alignment
- Provide academic support for students outside of class time - conduct office hours, answer homework questions, communicate via email, etc.
- Coordinate with Deans, Director of Guidance, colleagues and/or parents/guardians as needed to support individual student performance
- Productively engage in all faculty meetings, division meetings, and collaborative team meetings
- Participate in student life by chaperoning events, attending athletic games/meets, moderating student clubs, and/or serving on school committees
- Maintain student safety by supervising study halls and break/lunch periods, provide substitute coverage, and other assignments as needed
- Participate in admissions and enrollment events, HR-related training, and other duties as assigned by the Principal to advance the ICA mission and vision

## **Standards:**

*ICA's ambitious mission necessitates high expectations of its faculty, both in their individual and community presence, thus ICA seeks and expects the following:*

- Authentic resonance with ICA's mission as a Catholic school for students of all faiths, including a commitment to girls' education and the Dominican pillars of Community, Study, Service, and Prayer
- Intentional and constructive contributions to the ICA team, recognizing the unique value, perspectives, strengths, and challenges of every member of the community
- A growth mindset and high levels of self/social awareness, self-management, empathy, and curiosity
- Positive collaboration skills, including integrity, humility, and the ability to build/maintain authentic and trusting relationships
- Exceptional ability to articulate thoughts and express ideas effectively using oral, written, visual, and nonverbal communication skills, as well as deep listening skills to gain understanding
- Professional practices of attention to detail, punctuality, efficiency, and organization

## **Qualifications:**

*Successful applicants will demonstrate a commitment to ongoing professional growth. In addition, they will meet or exceed the following requirements:*

- Bachelor's degree in subject area; an advanced degree and/or teaching credentials are preferred
- Strong knowledge of the academic, socio-emotional, and life skills necessary for college readiness
- Experience working with and a deep appreciation of adolescents
- Demonstrated commitment to diversity, equity, inclusion, and belonging work
- Ability to use and effectively employ technology to promote efficiency, communication, and organization both in the classroom and workplace
- Physical demands
  - Able to lift up to 20 pounds, climb stairs, and work at desk and computer for extended periods
  - Specific vision abilities required by this job include close vision, distance vision, depth perception, and the ability to adjust focus
- Preferred bilingual or multilingual skills

ICA Cristo Rey encourages applicants of all backgrounds and provides equal employment opportunities to applicants of any race, ethnicity, religion, sex, or national origin. Candidates from diverse backgrounds are encouraged to apply. We strongly encourage those with a demonstrated dedication to social justice, collaboration, innovation and student-centered education to apply. Reasonable accommodations may be made to enable individuals with disabilities to perform the described essential functions.

To apply, submit the following to [tsprouse@icacademy.org](mailto:tsprouse@icacademy.org)

- Resume
- Cover letter highlighting your interest in and readiness for this position

*Applications will be reviewed on a rolling basis until the position is filled.*