



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 second class of 9th grade students in the fall of 2025 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%

ROLE RESPONSIBILITIES – ESSENTIAL DUTIES

Instructional Practice & Student Development

- Develop and submit annual, unit, and daily lesson plans that are responsive to the individual needs of students.
- Set high expectations for student development and ensure all students develop grade-level proficiency to prepare for success in college.
- Design a comprehensive program to support the academic, social, emotional, spiritual, physical, moral, and character development of every student. Promote student development of the whole person and helping students understand and live the Ignatian teaching of Cura Personalis
- Utilize technology to engage students' learning

Leadership and Collaboration

All teachers are expected to participate in the following:

- Help students to navigate their developmental journey during their time at Cristo Rey as a homeroom teacher.
- Moderate student clubs and activities or coach athletic teams.

- Chaperone/lead field trips, immersion experiences, retreats, Christian Service opportunities, and other activities.
- Participate in regular supervisory duties
- Participate in required substitution responsibilities at least 4 times per semester
- Understand and appreciate the developmental and educational benefits of the school's Corporate Work Study Program
- Develop relationships with and meet the individual needs of each student consistent with the school's belief in *cura personalis*, or "care for the whole individual"
- Participate in grade-level meetings to coordinate curriculum across the content area and better address student needs
- Communicate regularly with families via email or call to discuss progress and develop a supportive home-school relationship
- Offer office hours after school 2 days per week
- Perform other duties as assigned by the Principal or Supervisor.

Organization-wide Learning & Development

- Utilize available resources from colleagues and external sources to continually reflect on and improve your teaching
- Participate in professional learning community protocols and instructional coaching, collaborating with colleagues to analyze student work and teaching practice. Serve as a catalyst for improvement in your own classroom and school wide.
- Participate in the school's Adult Faith Formation program, committing to living and supporting the Catholic, Jesuit mission of the school through continuous spiritual and personal growth and by serving as a leader of faith, service, and justice for our students.
- Actively engage in identity work and necessary conversations in order to create a culture that is inclusive.

PROFESSIONAL QUALIFICATIONS

- Bachelor's degree with relevant major, and have a current, valid Washington teaching credential or master's degree in the relevant academic field of instruction or be working to obtain the required credential or master's in the academic field of instruction, and/or professional experience.

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 [HERE](#). Accepting applications until the 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.