



Cristo Rey Network Director of Principal Development

About the Cristo Rey Network®

The Cristo Rey Network is largest network of high schools in the country enrolling only low-income youth. Comprised of 32 Catholic, college preparatory schools serving more than 10,000 students across 21 states, the Cristo Rey Network delivers a distinctive approach to inner-city education to equip students with the knowledge, character, and skills to transform their lives. From freshman year, Cristo Rey schools establish a culture of high expectations by blending rigorous academics, four years of professional work experience through the Corporate Work Study Program, Catholic educational values, and support for students to and through college. The impact is clear: Cristo Rey graduates enroll and graduate from college at twice the rate of their low-income high school graduate.

Position Summary

The Director of Principal Development will be responsible for the development and support of school leadership. This individual will work with the Chief Academic Officer and all Cristo Rey school academic leaders in the areas of leadership development, school culture, curriculum, instruction and assessment. The Director of Principal Development should quickly gain the respect and confidence of school academic leaders and teachers in order to successfully lead instructional leadership development, school-wide continuous improvement and professional development efforts in support of student retention and students' academic, social-emotional, and spiritual growth. This role requires an extraordinary commitment to serving urban, underserved youth and a keen understanding of the challenges Cristo Rey students and alumni experience in a rigorous to-and- through college-going culture.

Key Responsibilities

- Leadership Development
 - Develop and oversee a best-in-class professional development program for Network leaders with an emphasis on impact and return on investment
 - Support development and implementation of an internal pipeline program for high- potential principal candidates
 - Develop principals and school leaders in their roles as learning leaders through impactful, specific, and action-oriented feedback and coaching
 - Support principals and school leaders to design measurable goals and ensure effective implementation of educational design, including school

- culture, curriculum, assessment, and evidence-based instruction
 - Facilitate collaboration among school leaders and schools to bring effective practices to scale
- Curriculum
 - Support school leaders in ensuring school-wide curricular alignment to our common college-ready standards
- Evidence-Based Instruction/Pedagogy
 - Refine and disseminate use of evidence-based instructional leadership strategies for Network principals and school leaders, with an emphasis on high-yield instructional leadership techniques
 - Provide leadership and professional development in the areas of instructional leadership, school improvement, school culture, curriculum, assessment and instruction
 - Collaborate with school academic leaders and teachers to identify professional development priorities.
 - Plan and implement professional development sessions including annual four-week Summer Institute for school academic leaders and teachers; provide implementation support
- Assessment
 - Develop and refine tools for assessing individual school and organizational performance
 - Guide the use of appropriate benchmarks and formative assessments for collecting, analyzing, and acting upon assessment data
 - Manage and utilize data systems to drive results across the organization
 - Assist school leaders in monitoring and evaluating the effectiveness of programs
- Human Resources
 - Support the recruitment, hiring and development of principals in Network schools.
- Technology
 - Collaborate with the Chief Technology Officer to ensure that the Cristo Rey educational program best uses technology to drive leadership collaboration and development
- Administrative
 - Participate in school Mission Effectiveness Reviews, as requested by the President
 - Other duties as assigned by the CAO
- Accountability and Performance Management
 - Support schools in setting and achieving performance expectations
 - Collaborate with the Performance Measurement Manager to advise schools on the effective use of data to improve student outcomes including retention; student academic performance; and college acceptance, persistence and completion.

- Come to Serve
 - Every member of the Network national office team exists to serve the staff and students at our schools consistent with the mission of the Cristo Rey Network. The Director of Principal Development is responsible for displaying and promoting best-in-class service.

Qualifications and Skills

- Bachelor's and Master's degrees required
- Alignment with the Cristo Rey mission and a desire to transform the lives of urban, low-income youth across America
- Proven track record of delivering strong student academic outcomes
- A minimum of five years of classroom teaching and five years of experience successfully driving student achievement as a principal, with experience working in urban communities
- Experience coaching, managing and conducting professional development for principals
- Demonstrated success leading school improvement initiatives that accelerate student achievement
- Deep knowledge of school culture, curriculum and data-driven instruction, evidence-based instructional practices, school operations and management, and leadership development
- Knowledge of equitable and culturally relevant instructional and curricular practices
- Strong organizational skills and high attention to detail
- Excellent written and verbal communication skills
- Ability to thrive in a fast-paced, rapidly growing entrepreneurial organization
- Ability to travel to Cristo Rey Network schools and Cristo Rey Network meetings on a regular basis

Job Location

This position is based at the Cristo Rey Network office in downtown Chicago, IL.

How to Apply

Please send your resume and cover letter to Jazmin Fermin at jfermin@cristoreynetwork.org.