



Cristo Rey Network Chief Academic Officer

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 Chief Academic Officer (“CAO”) is the academic leader of our growing network of high Schools. This individual will work closely with the Network national office academic team, Principals, and Presidents to provide leadership, vision, and strategic direction for an evidence-based, results-oriented academic program for all Cristo Rey students. The CAO is responsible for driving educational performance; supporting curriculum, instruction, and assessment; directing professional development; and leading an educational team that will serve our growing network of over 14,000 students in 40 schools. The CAO will collaborate closely with the President & CEO and the senior leadership team on a wide variety of organizational decisions, including development of measurable goals to ensure successful implementation of the Network’s mission to drive student achievement and college readiness. The CAO will report directly to the President & CEO.

Key Responsibilities

- Academic Visioning and Leadership
 - Provides callable program leadership to all school leaders with specific responsibility for planning, refinement, implementation, assessment and improvement across all current and future schools
- Academic Team Management
 - Lead the academic team at our Network national office
 - Deliver on our academic performance objectives, identifying key initiatives in

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Transforming Urban America One Student at a Time®

the areas of school culture, curriculum, assessment, instruction and leadership

- Curriculum
 - Guide and coordinate refinement and implementation of our common college-ready standards, facilitating collaboration among teachers and school leaders, leading summer curriculum institutes, and supervising the work of curriculum consultants
- Evidence-Based Instruction/Pedagogy
 - Refine and disseminate use of evidence-based instructional strategies for Network schools, with an emphasis on high-yield instructional techniques
- 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
- Talent and Leadership Development
 - Develop and oversee a world-class professional development program for the Network
 - Build our Principal development program to support effective school leaders
 - Develop and implement an internal pipeline program for high-potential principal candidates
 - Develop principals and school teams in their roles as learning leaders through impactful feedback and coaching
 - Support 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 scale effective practices
- Human Resources
 - Support the recruitment, development, and performance evaluation of all academic staff, working with Human Resources team
- Administrative
 - As a member of the senior leadership team, make key decisions related to the Network's strategic plan
 - Develop external partnerships with leading education reformers and maintain knowledge of critical education policy issues and innovations in secondary education
 - Create and review educational presentations in grant applications
 - Participate in school Mission Effectiveness Reviews, as requested by the President
- 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 student retention; student academic performance; admission trends; 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 Chief Academic Officer 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 experience successfully driving student achievement as a principal school leader, 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
- Demonstrated strong leadership and people management skills, including a previous track record of leading others to be successful
- Deep knowledge of school culture, curriculum and data-driven instruction, evidence-based instructional practices, school operations and management, and leadership development
- 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@crstoreynetwork.org.