TEACH. INSPIRE. LEAD.

Position Available. For 2016-17, Cristo Rey Jesuit seeks a full-time Dean of Student Culture.

Are you hard-working and passionate about helping urban students graduate from high school and college?
Do you hold all students to high expectations and support them tirelessly in reaching challenging goals?
Are you inspired by the transformative capacity of Catholic education in the Jesuit tradition?
Are you an energetic, optimistic leader who can commit adults to action and make things happen?
Are you an empathetic listener who builds trusting relationships with students, parents, and colleagues?
Can you guide a new school with a proven, innovative model to make it excellent?
Are you growth-oriented, measuring and tracking incremental progress to improve yourself and your school?
Are you organized and efficient, consistently fulfilling varied responsibilities in a fast-paced environment?

If so, Cristo Rey Jesuit High School needs your talent to help lead a college-bound, supportive learning community, inspire families to pursue bold dreams for their children, and teach students to lead through service to others.

About Cristo Rey. Cristo Rey Jesuit in Milwaukee is the 29th school in a growing national network of Catholic high schools recognized for transforming urban education through a unique integration of rigorous academics, professional experience, and spiritual development. For the 2016-17 school year, Cristo Rey Jesuit Milwaukee will welcome its second class of about 100 freshmen boys and girls who would otherwise not be able to afford a private, Catholic education. Cristo Rey’s innovative model calls for our students to attend class four days per week and work in a professional setting five days per month through our Corporate Work Study Program (CWSP). Many of our students will enter high school two or more years below grade level academically, and it is the collective mission of our faculty to ensure that our students gain admission to college, thrive once they are on campus, and ultimately graduate. In pursuit of that goal, Cristo Rey embraces a longer school day and an extended academic year, and our faculty innovates, plans, reflects, and practices so that teachers maximize their impact in the classroom.

The Cristo Rey Jesuit team believes that a sound intellect is only one crucial component of preparation for college and life. Through both their CWSP experience and the intentional opportunities for character and spiritual growth within the school day, Cristo Rey students develop the work ethic, resilience, confidence, empathy, openness to growth, and commitment to justice that ensure their long-term success and their ability to lead through example.

Job Description. As part of Cristo Rey’s motivated, collaborative leadership team, you will blend ambitious vision with detailed systems thinking to co-create and bring to life a robust school culture—inside and outside of the classroom—that is rooted in respect, service, and justice, that cultivates growth, resilience, and independence, and that enables breakthrough student achievement and development by focusing on results, hard work, and innovation. Your holistic approach will ensure that all aspects of the school promote Cristo Rey’s identity as a Catholic, Jesuit high school for students of diverse backgrounds. You will leverage your dexterity with adults and your keen instructional eye to develop faculty to become superior teachers. You will utilize clear thinking and communication to ensure an orderly, supportive environment that balances consistency, fairness, and individual needs. Your empathy and compassion will allow students, families, and staff to approach you with concerns and listen to you with confidence and trust. Your integrity and emotional constancy will make you a source of calm and perspective, even when engaging with impassioned adults and children. Your interpersonal intelligence, courage, and drive to find solutions will help establish a founding team that is high-functioning, vibrant, and grounded in a deep commitment to the school’s bold mission. Ultimately, by giving generously of yourself, your gifts, and your time, you will help lead and build a school that serves its students’ diverse needs and cultivates their many talents.
Responsibilities.

School Leadership.

- Work closely with the principal and assistant principal to continuously refine the vision of Cristo Rey’s ideal, high-expectations school culture; assume primary responsibility for implementing, sustaining, and developing that culture through clear expectations, strong systems, and careful planning.
- Co-design and oversee events that proactively nurture school culture, including those that invest students in Cristo Rey’s “Graduate at Graduation” values, celebrate their accomplishments, nurture their growth and formation, enrich the student experience, and forge strong community and family bonds with the school.
- Create, communicate, and amend as necessary “common picture” documents and handbooks that describe to students, and staff what each phase of the school-day should look, sound, and feel like; in general, ensure clarity and common understanding of the school’s expectations for behavior.
- Cultivate school relationships with parents and families as key members of the school community and as partners in the school’s pursuit of its mission, in particular by running effective parent workshops and by inviting parents in as both volunteers and guests at school events.
- Actively manage and revise Cristo Rey’s student discipline approach and system, including investing and training students, staff, and parents, managing behavioral detentions, providing incentives earned by students, supporting teachers with real-time discipline incidents, and tracking relevant information about student discipline in the school’s student information system.
- Maintain a consistent and visible presence throughout the building during the school day, especially during transitions, meals, entry, and dismissal, as well as at school-based events outside of the regular school-day.
- Effectively lead and manage staff and faculty members involved in designing and executing school-culture and student-life events, such as assemblies, dances, and retreats.
- Work closely and effectively with teachers, counselors, parents, and families in support of students who are not meeting Cristo Rey Jesuit’s high expectations for behavior and character.
- Lead the Student Attendance Team to ensure reliable data on student attendance, progress towards student-attendance goals, and robust support and accountability to ensure excellent school-wide attendance.
- Work closely with the principal and assistant principal to determine the staff’s professional development needs regarding school culture, and lead high-impact professional development to ensure teacher growth.
- Provide high-impact instructional coaching to a small portfolio of teachers, especially—but not exclusively—in areas of classroom culture, behavior management, and building strong relationships.
- Assist the principal and assistant principal in administering a rigorous and fair formal teacher-evaluation system, including observing instruction frequently, both formally and informally.
- Assume additional responsibilities as deemed necessary by the principal to advance the Cristo Rey mission.

Professional Presence.

- Lead by modeling the school’s core values and serving as an exemplar of professionalism: treating all stakeholders with empathy, and love, modeling excellence in your work, prioritizing effectively, following through with commitments, communicating with integrity, serving others, and spreading optimism and joy.
- Approach your professional practice through a developmental lens, and enthusiastically participate in professional development; seek and apply feedback from leadership and from colleagues in the interest of growth; demonstrate drive and independence in accessing resources to further your own improvement.
- Contribute fully, intentionally, and constructively to the team—the Board, school leadership, CWSP staff, and faculty and school staff—in a range of contexts; collaborate with integrity, humility, commitment, and joy to ensure the foundation of trust that will enable the team to accomplish its ambitious goals.
- Embrace the team’s goals and the results we achieve as the collective responsibility of the entire Cristo Rey team; collaborate with colleagues to maximize the team’s impact; seek opportunities to push the team, to laugh with colleagues, and to recognize and celebrate the team’s accomplishments.
Qualifications. Successful applicants will embody the mission-commitment, intellectual curiosity, openness to growth, optimism, and zest that are central to the character of our team. In addition, they will meet or exceed the following requirements:

- Bachelor’s degree plus some training in school leadership;
- Record of strong student achievement and classroom culture as a middle school and/or high school teacher;
- Success leading adults and shaping a high-performing culture of teaching and learning;
- Proficiency using technology;
- Proficiency speaking and writing Spanish is highly desirable.

Apply. To apply, submit all of the following in pdf format (preferably one document, if possible) to Teach@CristoReyMilwaukee.org, and include the position in the subject line.

- Resume
- Cover letter
- Contact information for three professional references (email and phone number)
- Undergraduate and graduate (where appropriate) transcripts
- Responses (maximum 500 words per response) to each of the following three questions:

  1. We are assembling a team of stellar educators at Cristo Rey Jesuit who work tirelessly to maintain high expectations for all students and ensure their learning and development. We nurture a mission-driven culture that enables growth through reflection, feedback and transparency. Our team members are characterized by dedication and resilience, openness and flexibility, love and joy. We seek individuals who are not afraid to fail, who do not whine, and who put in the hard work that makes otherwise unachievable dreams truly possible for our students. We challenge ourselves and our students to constantly learn, to believe, to lead, and to serve. Why should you help lead this team?

  2. Name two to three characteristics that you embody as a school leader and that you consider central to your success. Then provide specific examples of how you manifest these characteristics in your work, and explain why they are so important to great school leadership.

  3. Many Cristo Rey students will arrive below grade level in core academic areas, yet Cristo Rey is committed to preparing all scholars for college. Reaching that goal will require a culture of focus, discipline, efficiency, hard work, and urgency. At the same time, Cristo Rey recognizes that the full formation and development of young adulthood requires a focus on cura personalis, or care for the whole person. Describe in concrete terms how Cristo Rey Jesuit can nurture a joyous, healthy culture that ensures breakthrough academic achievement and transformational character formation.

Disclaimer. Cristo Rey Jesuit High School provides equal employment opportunities to applicants without regard to race, ethnicity, religion, sex, or national origin.