TEACH. INSPIRE. LEAD.

Positions Available. For 2016-17, Cristo Rey Jesuit seeks full-time teachers of the following subjects:

- English
- Geometry/Algebra 2
- Chemistry
- World History
- Spanish
- Theology/Religion
- Visual / Performing Arts

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 energetic, optimistic, and courageous, quick to recognize the good in every student?

Are you an empathetic listener who builds trusting relationships with students, parents, and colleagues?

Are you an innovative, resourceful teacher who uses technology and best practices to promote learning?

Are you growth-oriented, leveraging feedback to ensure your students’ development as well as your own?

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 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 Milwaukee will welcome its second class of approximately 125 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 team believes that a sound intellect is only one important 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 help ensure their long-term success and their ability to lead through example.

Job Description. As part of Cristo Rey’s motivated and collaborative teaching staff, you will educate students in mind and spirit. Through engaging, data-driven instruction that effectively incorporates technology to enhance learning, you will ensure all students are academically prepared for college, reflective about their learning in both the classroom and the Corporate Work Study Program, and equipped with the habits of mind that undergird success. In the spirit of Ignatian pedagogy, you will create opportunities for students to act, reflect, and grow as they become men and women for others. Your relentlessness, zest, and commitment to excellence will help form a student body distinguished by breakthrough achievement gains, a passion for justice, and dexterity in the professional world. Your interpersonal intelligence, courage, and drive to find solutions will make you an integral member of our high-functioning, vibrant team—one that is grounded in a deep commitment to the school’s mission. Ultimately, by giving generously of yourself, your gifts, and your time, you will build the foundation of a school that serves its students’ diverse needs and cultivates their many talents.
Responsibilities.

Instructional Practice.

- Guided by the Cristo Rey Network’s Common-Core-aligned standards and benchmarks, develop standards-based, data-driven annual, unit, and lesson plans that drive exceptional student-achievement gains on core assessments, including Cristo Rey Network end-of-course assessments, Measures of Academic Progress, the ACT, and summative performance assessments.
- Design and administer interim assessments aligned to course standards, complete in-depth analysis of student performance on them, and collaborate with colleagues and the instructional leadership to develop and execute appropriate small-group and whole-group instructional responses to assessment results.
- Execute rigorous, engaging, high-impact lessons that accelerate student growth and are characterized by the following: constant monitoring of and response to student understanding; effective use of technology to enhance teaching and learning; frequent opportunities for students to read and respond to challenging texts; and intentional incorporation of character instruction in both lesson content and design.
- Provide targeted one-on-one and small-group tutoring to students during after-school learning support, learning lab, and other instructional support periods.
- Actively build an understanding of each student as an individual to ensure cura personalis (care for the whole person); forge strong, respectful relationships with students and parents, and communicate frequently with families to increase the investment and partnership that will enable students to flourish at Cristo Rey.
- Help define, and consistently uphold, school-wide practices, routines, and norms for student behavior consistent with the school’s Graduate at Graduation core values.
- Maintain an organized and vibrant classroom environment that supports student learning and conveys warmth, order, and a feeling of welcome; prioritize and manage time effectively to follow through in a timely fashion on the diverse responsibilities of being an excellent teacher.

Professional Presence.

- Approach teaching through a developmental lens, and enthusiastically participate in professional development; seek and apply feedback from the instructional 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 in a range of contexts: analyzing student work and performance data, identifying students in need of additional support, problem-solving unanticipated challenges that arise within the school; 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 faculty and staff; collaborate with colleagues to maximize the team’s impact; seek opportunities to push the team, to laugh with colleagues, and to recognize and celebrate your peers’ accomplishments.
- Engage students and parents with respect, fairness, and empathy to enable full partnership with the school.
- Model values consistent with Catholic, Jesuit education and service to others.

School Leadership.

- With support from the administration, develop and oversee a supplementary program.
- Provide tutoring through the Academic Assistance Program, or manage a study hall one period per day.
- Actively monitor transitions, meals, and/or other common times to ensure a calm and orderly environment; chaperone and moderate school events, including trips, and dances.
- Run an advisory book club each day, assist advisees through their developmental journey at Cristo Rey, and serve as a point of contact for advisees’ parents.
- Seek areas of growth for the school, and volunteer where possible to help coach, manage a club, plan a school-wide event, or otherwise contribute to the life of the school.
Qualifications. Successful applicants will embody the mission-commitment, intellectual curiosity, openness to growth, optimism, and zest that are central to the character of our staff. In addition, they will meet or exceed the following requirements:

- Bachelor’s degree with a major, minor, or comparable credential of content expertise in the primary teaching discipline (master’s degree in primary teaching discipline preferred);
- Teaching license in the primary teaching discipline or demonstrable progress towards obtaining licensure;
- Record of strong student achievement as a middle school or high school teacher;
- Proficiency using technology to advance teaching and learning;
- Experience working with English language learners a plus.

Apply. To apply, submit all of the following in pdf format (preferably in one document, if possible) to teach@cristoreymilwaukee.org. Please include the position in the subject line of your email (e.g, Faculty: History).

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

1. (required of all teacher applicants) We are assembling a team of stellar educators at Cristo Rey Milwaukee 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 be part of this team?

2. (required of all teacher applicants) Name two to three characteristics that you embody as a teacher and that you consider central to your success. Then provide specific examples of how you manifest these characteristics in your instruction, and explain why they are so important to great teaching.

3. (optional for Fitness and Arts applicants; required of all other teacher applicants) Many low-income high school students confront an urgent, double challenge: they struggle with reading comprehension and they have acquired less of the academic vocabulary and core knowledge—in science, history, civics, the arts, etc.—that are critical to their success. These two challenges are reciprocal; difficulty with reading comprehension limits students’ ability to gain new knowledge and vocabulary, and limited vocabulary and core knowledge hinder reading comprehension. As a teacher in a college-prep high school with many students facing this reality, how would (or do) you address it?

4. (required of Fitness and Arts applicants; optional for all other teacher applicants) Cristo Rey believes that preparation for a full and meaningful life includes spiritual formation, intellectual development, professional experience, and social-emotional maturation. Fitness, health, and the arts are integral to this philosophy. Describe your vision for how to leverage your specific discipline—its key knowledge, mindsets, practices, and other essential features—to impact our students most meaningfully.

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