



HOLY FAMILY
CRISTO REY
CATHOLIC HIGH SCHOOL

Teacher

Job Description

Type: Full-Time (10 month)

Classification: Exempt

Reports To: Principal

Are you hard-working and passionate about empowering all students to graduate from high school and college?

Are you inspired by the transformative capacity of Catholic education?

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

Are you committed to growth, interested in implementing feedback to continuously improve?

Are you organized, efficient, flexible, and able to fulfill varied responsibilities in a fast-paced environment?

If so, Holy Family Cristo Rey Catholic High School needs your talent to enrich our supportive, college-bound learning community, serve families who embrace bold dreams for their children, and inspire students to lead through service to others.

About Cristo Rey:

Holy Family Cristo Rey Catholic High School, located in Birmingham, Alabama, is part of a growing national network of Catholic high schools recognized for transforming Catholic education through a unique integration of rigorous academics, professional work experience, and spiritual formation. Cristo Rey's innovative model calls for our students to attend class four days per week and work in a professional setting four days per month through our Corporate Work Study Program (CWSP). While our students will enter at various academic levels, it is the collective mission of our staff to ensure that each student is appropriately challenged, earns admission to—and ultimately graduates from—college.

Position Overview:

As part of Cristo Rey's motivated and collaborative teaching staff, you will educate students in mind and spirit. Through engaging, data-informed 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. Your commitment to excellence will help form a student body distinguished by breakthrough achievement gains, a passion for justice, and ability to succeed in the professional world. In the Catholic tradition, you will create opportunities for students to act, reflect, and grow as they become men and women for others. Ultimately, by giving generously of yourself, your gifts, and your time, you will help create a school that serves its students' diverse needs and cultivates their many talents. As a faculty member, you will empower students to succeed in college, work in meaningful careers and lead purpose-filled lives of faith.

Responsibilities:

Instructional Practice

- Guided by the Cristo Rey Network's SAT- and Common Core-aligned curriculum, develop standards-based, data-driven annual, unit, and lesson plans that drive exceptional student achievement gains on Cristo Rey assessments, AP, end-of-course assessments, and the SAT.
- Execute rigorous, objective-driven, high-impact, culturally relevant lessons that accelerate student growth through effective, consistent monitoring of and response to student proficiency; frequent opportunities for students to read and respond to challenging texts and to write in order to demonstrate understanding; use of technology to enhance teaching and learning; intentional incorporation of character instruction.
- Provide targeted one-on-one and small-group tutoring to students in class, during after-school learning support, and via other instructional support opportunities.
- Actively build an understanding of each student as an individual in the spirit of *cura personalis* (care for the whole person); forge strong relationships with students and parents, and communicate frequently with families to increase the investment and partnership that will enable students to flourish.
- Consistently uphold school-wide community norms, discipline practices and routines.
- Maintain an organized and vibrant classroom environment that supports student learning and conveys warmth, order, and a feeling of community.
- Prioritize and manage your time effectively to follow through on the diverse responsibilities of being an excellent teacher.
- Reflect on your own practice, embrace a growth-mindset, and collaboratively work to continuously improve your instruction.

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; demonstrate drive and independence in accessing resources to further your own improvement.
- Contribute fully, intentionally, and constructively to the team in a range of ways: analyze student work and performance data, identify students in need of additional support, problem-solve unanticipated challenges that arise within the school;

- Collaborate with peers with integrity, humility, commitment, humor, and joy to ensure the foundation of trust that will enable the team to accomplish its ambitious goals.
- Embrace the school's goals and results as the collective responsibility of the entire staff.
- Seek opportunities to push the team, to laugh with colleagues, and to celebrate peer's accomplishments.
- Engage students and parents with respect, fairness, and empathy to enable full partnership with the school.
- Actively participate and model values consistent with Catholic education and service to others.

Student Support and Contribution to School

- Provide tutoring through our Intervention Program
- Actively monitor transitions, meals, and/or other common times to ensure a calm and orderly environment; chaperone and moderate school events, including trips, open houses, and dances etc
- Open to creating and moderating a student club and enrichment period; assist advisees through their journey at Cristo Rey, and serve as a point of contact for advisees' parents
- Seek opportunities to participate on committees, plan and attend school-wide events, and otherwise contribute to the life of the school
- Demonstrate willingness to actively participate in Catholic traditions (prayer, Mass etc) and model Catholic values on a daily basis.
- Other duties as assigned

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;
- Record of strong student achievement as a middle school or high school teacher;
- A strong work ethic and dedication to the Cristo Rey mission and values: Faith and Justice, Respect and Care, Responsibility and Commitment;
- While employees are not required to be Catholic, all employees are required to conduct themselves at all times in a manner that is compatible with and supportive of the teachings and mission of the Roman Catholic Church, the Cristo Rey Network, and Holy Family Cristo Rey Catholic High School;
- Motivated by the potential accomplishments, innovations, and challenges associated with a growing institution;
- Proficiency using technology to enhance teaching and learning;
- Excellent interpersonal and communication skills and an ability to collaborate with parents, students and colleagues;

Preferred:

- Prior successful high school teaching experience with traditionally underserved students;
- Experience with working with students requiring differentiated levels of academic support;
- Bilingual in Spanish and English, preferred but not required

Apply:

To apply, submit all of the following in pdf format (preferably in one document, if possible) to hwolfe@hfcristorey.org.

- Resume
- Contact information for three professional references (name, position, email address, and phone number)
- Cover letter that includes responses (maximum 500 words per response) to the three following prompts:
 1. What attracts you to the Cristo Rey mission? Why do you feel you are a match for this unique opportunity to be a member of Holy Family Cristo Rey Catholic High School?
 2. At Holy Family Cristo Rey Catholic High School, you will be expected to plan and teach college-prep courses, while many of our students will enter high school with a range of levels of academic preparedness. What will it take to accomplish this task, and how will you go about it?
 3. We are a team of educators who work hard to maintain high expectations for all students. We actively nurture a mission-driven culture that enables growth through feedback and reflection. Our teachers are characterized by dedication, drive and resilience. We ask that teachers problem-solve, think creatively, and go “all-in” for kids. Why should you be a part of this team?

Note: This job description provides a general overview and may be subject to modifications and additional responsibilities as per the school's requirements.

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