



The mission of Cristo Rey Baton Rouge Franciscan High School is to prepare young people for lives of faith, purpose and service. Committed to the Cristo Rey mission to serve students from communities most in need, our college preparatory curriculum integrates rigorous content with meaningful work experience and faith formation. Inspired by the Franciscan Missionaries of Our Lady to be living witnesses to the Gospel message, we are committed to the teachings of the Catholic Church and the fulfillment of each student's God given potential.

Cristo Rey Baton Rouge Franciscan High School is seeking a Principal. Selected candidate will begin work on July 1, 2022.

The Principal of Cristo Rey Baton Rouge Franciscan High School is the instructional leader of the school and provides mission leadership for faculty and students, supports high-quality classroom instruction, and oversees the daily operations of the school. The Principal is responsible for teaching and learning through providing ongoing instructional feedback and engaging faculty in the development and implementation of a rigorous, college preparatory curriculum and the cultivation of a school-wide Catholic faith identity. The Principal is responsible for creating and sustaining a culture of continuous improvement that provides students with multiple opportunities to develop and demonstrate proficiency. The Principal is a member of the school's leadership team and reports to the school President.

The Principal's primary responsibilities include:

- Recruitment, selection, evaluation and retention of faculty, assistant principal(s), other instructional and extracurricular staff who are best fitted to the mission of the school
- Conducting regular classroom observations to maintain a visible and active leadership role throughout the campus, as well as to provide teachers and classroom staff with valuable feedback to further develop their professional skills
- Using a research-based framework to routinely coach and supervise teachers, completing a summative evaluation for every teacher each year
- Leading the implementation of the common, rigorous, college-ready curriculum so that all students can achieve at high levels
- Cultivating a solution-based culture that addresses student struggle as a predictable problem to be proactively, creatively and collaboratively solved
- Leading teachers in interpreting and using student achievement data to inform instruction
- Developing and executing an effective faculty professional development program, ensuring classroom impact
- Developing a school culture that is accepting of all students, valuing the gifts each brings to the school
- Supervising, developing, and evaluating non-instructional personnel, including Assistant Principal, guidance personnel, college counselor, alumni advisor, Campus Minister, Athletic Director, extracurricular personnel, volunteers and clerical staff

- Developing, coordinating and supervising teacher leaders (discipline team leaders, grade level team leaders, etc.)
- Developing a calendar and schedule that organizes time reflecting a prioritization of observing student learning and instruction
- Overseeing the process of academic reporting and recording, including grade reports, transcripts, permanent records, quarterly progress reports, parent-teacher conferences, honor roll, class rank, and academic recognition
- Collaborating with the Director of Admissions, Corporate Work Study Program Director, and President on student admission guidelines, process, timelines, and enrollment goals consistent with the school's approved operating budget
- Identifying program needs on an ongoing basis; constructing and overseeing the academic budget to achieve identified needs
- In collaboration with all staff, overseeing the school's relationship with parents, guardians, and families, ensuring that they become partners with the school in supporting the success of their students
- Collaborates with the Corporate Work Study Program Director as needed on scheduling, student work assignments, discipline, progress of students and scheduling of CWSP programs and events
- Reporting at regular intervals on student academic progress to all constituents, including parents, faculty, related school committees and the Board of Directors
- Reporting weekly to the school President regarding goals, progress, and identified metrics
- Attending routinely and participates actively in weekly leadership team meetings
- Developing, implementing, and supervising a cohesive, four-year plan for effective delivery of the college preparation program, including managing relationships with colleges, summer programs, and alumni support
- Overseeing summer academic enrichment and/or remediation programs
- Overseeing the development and maintenance of school accreditation with the identified national/state accrediting agency (AdvancED)
- Collaborating actively with the Cristo Rey Network national office and colleague principals
- Representing the school at meetings of principals for the Cristo Rey Network, the religious sponsor, and the Diocese of Baton Rouge
- In conjunction with the Catholic Schools Office of the Diocese, identifying and overseeing federal funding opportunities, including Title I oversight at Cristo Rey
- In collaboration with the Business Manager, coordinating the use of the school facilities
- Assuming of other duties as assigned by the school President



Qualifications and Experience

Candidates for Principal must have the following qualifications and experience:

- At least three years of experience supervising and evaluating faculty and staff
- Commitment and capacity to serve and connect on a personal level with students and families in low-income, urban, minority communities
- Demonstrated commitment to Catholic, faith-based education
- Demonstrated ability to inspire, lead and work collegially with faculty and staff
- Demonstrated ability to create a student-centered learning environment
- Demonstrated ability to cultivate a culture of persistence among adults and students
- Strong background in developing and implementing a rigorous, standards-based, college-ready curriculum
- Demonstrated success as an instructional leader who creates a culture of continuous improvement through ongoing instructional feedback to teachers
- Evidence of an ability to analyze and utilize data to increase student achievement
- Excellent written and oral communication skills
- Exemplary interpersonal skills with faculty, staff, parents, students and community members
- Master's degree
- Principal's licensure or willingness/ability to get license
- High School teaching experience required
- Practicing Catholic preferred

Application

All interested and qualified applicants should submit the following:

1. Resume
2. Cover Letter addressing the following:
 - Your motivation for applying for this position
 - Your experience working with students who live in poverty and how you believe this experience will help you in this position
 - Your view of how a school leader shapes school culture so that it is supportive of students who live in low-income communities
 - Your approach and experience supervising faculty and staff
3. At least three (3) Professional References
4. Optional: Transcripts & Professional Certificates

Please e-mail your completed application as an attached PDF to Eric Engemann, President, at engemann@crstoreybr.org. **Interviews will begin immediately, and applications will be accepted until the position has been filled.**



History of the Cristo Rey Network

When Cristo Rey Jesuit High School opened under the leadership of John P. Foley, S.J. in 1996, it introduced a highly innovative integration of academic and professional experience to Catholic secondary education in the United States. The model had immediate appeal, first to Catholic educators across the country and soon after to prominent philanthropists committed to educational reform.

Through the talent and commitment of local communities and generous and enthusiastic support from philanthropic investors, the Cristo Rey Network has grown over the last 20 years from a single school in south Chicago to a national network of 37 schools. During a period when traditional Catholic schools were shuttering their doors at an alarming rate, the Cristo Rey Network has grown into the largest network of high schools in the country that exclusively serves low-income students.

Cristo Rey Network Mission Statement

The Cristo Rey Network® empowers thousands of students from underserved, low-income communities to develop their minds and hearts to become lifelong contributors to society. By providing students an extraordinary college preparatory education and a unique four- year, integrated corporate work study experience, we seek to transform urban America one student at a time.

As a member of the Cristo Rey Network, a Cristo Rey school:

1. Is explicitly Catholic in mission and enjoys Church approval.
2. Serves only students with limited economic resources and is open to students of various faiths and cultures.
3. Is family centered and plays an active role in the local community.
4. Prepare all students to enter and graduate from college.
5. Requires participation by all students in the Corporate Work Study Program.
6. Integrates the learning present in its work program, classroom and extracurricular experiences for the fullest benefit of its students.
7. Has effective administrative and board structures, and complies with all applicable state and federal laws.
8. Is financially sound.
9. Supports its graduates' efforts to obtain a college degree and enter post-college life as productive, faith-filled individuals.
10. Is an active participant in the Cristo Rey Network.