

CANDIDATE PROFILE
PRINCIPAL
RICHMOND, VA
Position available July 2023

Dynamic Catholic high school seeks Thinker, Dreamer, Innovator, and Leader for a program focused on nothing short of transforming our community. Be a leader in the largest network of high schools in the country that exclusively serves under-resourced youth.

MISSION AND VISION OF CRISTO REY RICHMOND HIGH SCHOOL

Cristo Rey Richmond High School, a Catholic college preparatory school and work study program is sponsored by the Bon Secours Mercy Ministries. Our vision is centered on strengthening the competence, confidence, and aspiration of students from families of limited economic means and empowering them to build fulfilling lives that advance the common good. By providing students an extraordinary college preparatory education and a unique four-year, integrated corporate work study experience, we seek to transform Richmond one student at a time.

Cristo Rey Richmond High School is a Catholic college preparatory high school that serves young men and women in grades 9-12. The school welcomed its inaugural freshman class in 2019, has grown to 221 students today, and has an expectation to grow to 350 students.

Cristo Rey Richmond High School is sponsored by the Bon Secours Mercy Ministries. The Bon Secours charism calls us to bring God's healing, compassion and liberation to people in need. While traditionally an order focused on health care, the Bon Secours know deeply the role of education in the long-term health and vitality of a community. The faculty and staff embrace the Bon Secours' vision of Cristo Rey Richmond as a lived opportunity to *"prepare the next generation to be faith filled and strong living God's call of love."*

Students at Cristo Rey Richmond High School benefit from a college preparatory curriculum that integrates academics, professional work experience, extracurricular activities, and service to empower success in high school and college. One hundred percent of Cristo Rey Richmond High School students participate in the Corporate Work Study program.

To learn more about the Cristo Rey Richmond High School, visit www.cristoreyrichmond.org.



ABOUT THE CRISTO REY NETWORK

Cristo Rey Richmond High School is one of the 38 high schools that is part of the Cristo Rey Network. Succeeding in today's world requires exposure to new opportunities, confidence to pursue them, and a network of champions to help every step of the way. By bringing schools, businesses, and communities together the Cristo Rey Network opens doors for students from diverse families of limited economic resources to fulfill their dreams. The Network's 38 high schools serving 12,230 students across the U.S. are empowering student formation through the integration of rigorous college preparatory academics, four years of professional work experience, support to and through college, and Catholic educational values.

In 2020, Cristo Rey students across the country earned nearly \$80 million towards their own private education costs through the Corporate Work Study program. Their success continues onward through college. Cristo Rey students are three times more likely to complete a bachelor's degree by age 24, compared to the total U.S. low-income population.

The entrepreneurial Network of high schools is developing in young people the character and aspiration to realize their full potential in education, career, and most importantly – in life.

To learn more about the Cristo Rey Network, visit www.cristoreynetwork.org.

CRISTO REY NETWORK'S MISSION

The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. We partner with educators, businesses, and communities to enable students to fulfill their aspirations for a lifetime of success.

THE CRISTO REY NETWORK'S MISSION EFFECTIVENESS STANDARDS

The following standards articulate the shared mission and identity of the Cristo Rey Network schools:

1. Standard One – A Cristo Rey school is explicitly Catholic in mission and enjoys Church approval.
2. Standard Two – A Cristo Rey school serves only students with limited economic resources and is open to students of various faiths and cultures.
3. Standard Three – A Cristo Rey school is family centered and plays an active role in the community.
4. Standard Four – A Cristo Rey school prepares all students to enter and graduate from college.
5. Standard Five – A Cristo Rey school requires participation by all students in the Corporate Work Study Program.
6. Standard Six – A Cristo Rey school incorporates the learning present in its work program, classroom, and extracurricular experiences.
7. Standard Seven – A Cristo Rey school has effective administrative and board structures and complies with applicable state and federal laws.
8. Standard Eight – A Cristo Rey school is financially sound.



9. Standard Nine – A Cristo Rey school supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions.
10. Standard Ten – A Cristo Rey school is an active participant in the Cristo Rey Network.

ABOUT THE POSITION

The Cristo Rey Richmond Principal reports directly to the school's President and adheres to the above set of Mission Effectiveness Standards.

Principal Roles and Responsibilities Summary

Catholic Identity and Cristo Rey Mission

Serve as a spiritual leader for the school: ensure that all members of the school community are treated fairly, equitably, and with respect and compassion; actively participate in and support the school's leadership team; actively participate in CRN professional development and take advantage of CRN coaching and support of Sisters of Bon Secours, the school's Catholic sponsor, to develop and sustain the school's Catholic identity.

Teaching and Learning

Serve as the lead-learner in the building: oversee faculty members; lead the implementation of the common, rigorous, college-ready Cristo Rey Network curriculum; lead implementation of school-wide cycles of formative/interim assessments, analysis of data, and monitoring of student progress; plan and execute a program of professional development informed by instructional, school culture, and student achievement data; ensure that professional development is collaborative and aligned with the school's instructional and formational vision; integrate classroom and work place learning as Chief Academic Officer for the Corporate Work Study Program.

School Culture and Family Involvement

Foster and promote a school culture that values diversity and the unique gifts that all staff, students, and families bring to the school community; lead the school community to create a culture of high expectations and continuous improvement; serve as a model of the school's values and mindsets; ensure an active co-curricular life of the school (musical, artistic, athletic, etc.)

Strategic Planning

In consultation with the President and other key stakeholders, develop a multi-year strategic plan that is aligned to the school's shared vision of excellence, that leverages the resources of the Cristo Rey Network, and incorporates knowledge of current realities: predict the needs of staff, students, and families in pursuing the strategic plan, adjusting over time; anticipate barriers, and develop measures of effectiveness and plan for contingencies; design and execute processes and systems for progress-monitoring with metrics across all critical areas of the strategic plan ; establish concrete, ambitious, meaningful medium- and long-term goals that serve as qualitative and quantitative indicators of students' college-readiness.

Allocation of Resources and Supervision of School Personnel

Audit time, personnel, and resources to ensure college-readiness for all students: set and communicate clear expectations for excellence, maximize the impact of each team member under your chain of management; develop and execute strategies to improve performance of staff over time; monitor progress on multiple work streams and individual expectations; consistently follow federal and state policy and establish a high bar for professionalism and discretion when handling personnel issues.

SUCCESSFUL CANDIDATE WILL DEMONSTRATE:

- Deep commitment to under-resourced youth
- Flexibility, energy, stamina, and foresight to be an effective leader of this growing school
- Ability to build a shared vision and inspire commitment to a mission
- Ability to build relationships with a diverse staff and parent community
- Ability to plan in a manner that anticipates barriers and recognizes needs school-wide
- Strong collaboration with others and the willingness to solicit input prior to developing strategies and solutions
- Ability to motivate and influence others to achieve excellence in the workplace
- Openness to feedback
- Ability to think critically and reflectively, and to prioritize effectively
- Openness to growth and a commitment to continuous learning
- Strong written and oral communication skills

PROFESSIONAL QUALIFICATIONS

- Master's Degree in an educational field
- Minimum five years of experience in school leadership

COMPENSATION

This position provides a competitive salary and benefits, including health care and retirement.

STATEMENT OF NONDISCRIMINATION

Cristo Rey Richmond High School is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, disability, or any other category protected by federal, state or local law in the administration of any of its educational programs and activities or with respect to employment.

APPLICATION PROCESS

Applications are due March 27, 2023. Please submit, as one pdf:

- a cover letter,
- resume, and
- one-page essay (12pt, single-spaced) responding to one of the following prompts:
 1. We seek to transform Richmond one student at a time. Family engagement is critical. How have you cultivated belonging in a diverse community and how will you cultivate belonging at CRR for each person in it, including yourself?
 2. Bon Secours Mercy Ministries is our founding organization. The charism of their sponsoring order, the Sister of Bon Secours is Compassion, Healing and Liberation. Use this lens to reflect on developing a school vision, and leading/implementing continuous quality improvement.
 3. Why are you interested in this work and what challenges and opportunities do you see for your growth as a leader?

Interviews will take place in late March through April. The Principal will be able to begin service in July 2023. For more information about the application process, please visit:

<https://www.cristoreyrichmond.org/about/employment/principal-search-application/>

Lester Consulting Group, Inc. of Sacramento, CA has been hired to facilitate the search process. Inquiries and applications may be directed to:

Denise Jones, Executive Search Consultant
Lester Consulting Group, Inc.
crrichmondprincipalsearch@lcginc.net
(503) 475-3884 cell

