



Principal – Catholic All-Girls High School (9-12) – Cleveland, OH

POSITION OVERVIEW

Saint Joseph Academy (SJA) is looking for a transformative leader with a demonstrated track record of educational leadership and achievement in converting vision to reality to join the SJA team as its Principal. This is a remarkable opportunity for an innovative leader with a vision for helping young women “be the best they can be” as they discover and nurture their individual talents and capabilities and acquire skills to become self-navigators of their lives beyond their time at Saint Joseph Academy.

History and Values

Saint Joseph Academy, sponsored by the Congregation of Saint Joseph and a vital partner in the Congregation’s mission of unity, fosters unifying relationships with God and all creation, empowers each young woman to achieve academic excellence and inspires a life of compassionate leadership and service in a global society. With an enrollment of 650 students, SJA is an all-girls high school in the city so this individual will enjoy the benefits of working with a student body that is socio-economically diverse; 60% of our students moving on to college are first-generation college students. We have been committed to excellence in the education of young women since 1890 and our outstanding college placement record (97% of graduates go on to college) helps highlight this commitment.

The Saint Joseph Academy educational experience provides an awakening to faith, mind and the world. Each young woman develops compassionate leadership skills and forms loving relationships with God, each other and all creation. The four pillars of an Academy education—growing in faith, pursuing academic excellence, acquiring 21st century skills and celebrating each and every girl—ensure that the Academy is a place where individuality flourishes and each young woman acquires the skills and the encouragement to become “a better me.”

Overview

This progressive leader will have the opportunity to benefit from and build on the innovative work underway to improve the SJA academic program using the “Rigor, Relevance, and Relationships” framework and integrate SJA student life into the model to focus on the “whole person.” The candidate we seek is perhaps best described by Bob Johansen’s leadership model in a 21st century environment: *A forward-thinking person equipped with vision, understanding, courage, and agility in a 21st century world filled with volatility, uncertainty, complexity, and ambiguity.* This person will lead a 60-person faculty committed to active participation in the SJA professional learning communities and their own professional development. As part of the leadership team, the Principal reports to the President with access to, and the support of, a dedicated Board of Directors committed to continuing improvement and excellence in education.

The Principal has responsibility for faculty, professional development, staff morale and effectiveness, academics and curriculum, student life and extracurricular activities, core ministry, special needs, master schedule and school calendar, discipline, educational materials, assessment, accreditation and compliance, performance management, budget and expense management, parental / family interface, engagement and programs, student health and safety, educational and support technology, and general educational administration.

Contact Information

Visit Saint Joseph Academy at <http://www.sja1890.org/>

If you are interested in applying for this position, please submit a cover letter and resume electronically to posting@sja1890.org. - Salary is commensurate with experience. NO THIRD PARTIES

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SELECTION CRITERIA

Requirements

The candidate must have a philosophy, value set, and life style compatible with a Catholic worldview and the tradition and mission of Saint Joseph Academy and the Congregation of Saint Joseph. Experience as a principal, assistant principal or equivalent educational leadership is required and an advanced degree is highly preferred. In addition, the candidate must also have a strong teaching background with a minimum of four years of teaching experience.

Desired Characteristics

- Impeccable integrity and discretion
- High affinity for and authentic demeanor in relating to and working with adolescents, specifically young women
- Outgoing and naturally engaging personality who wants and needs to be present among students, faculty, and parents
- Wisdom and exceptional judgment to assess situations, understand the big picture and remain mission-focused while dealing with the daily administrative tasks inherent in the Principal role
- Courage to do the “right thing” even in the most trying of times, to stay true to mission amid volatility, ambiguity and conflict
- Driving capacity to influence change, astute inquisitiveness, commitment to continuous improvement
- Great listening and interpersonal skills that show genuine empathy and respect for students, faculty, administration, the board and external stakeholders
- Self-confidence and mental fortitude to deal with strong stakeholder personalities

Desired Competencies

- Demonstrated excellence in leadership and management as an academic administrator that has led well-run schools—ability to instill common values and beliefs, foster unity across the faculty and staff, ensure high morale overall, with good student outcomes
- Far-reaching vision or mindset for the pursuit of excellence in secondary education that employs evidence-based practices and methodologies grounded in research, is data-driven in decision-making, translates science (research) into practice, differentiates and universally designs instruction and assessment and integrates knowledge across disciplines
- Articulated belief in an educational philosophy that educates and develops the “whole student,” integrates academic and student life components; possesses deep understanding of cognitive, emotional, behavioral and social development issues, especially for adolescent women
- Demonstrated collaborative skills to partner with the Congregation of Saint Joseph in integrating a mission-based spirituality into the environment of the total school community
- Behavior and values aligned to those SJA seeks to instill in students, ability to instill same in faculty
- Decisive leader who involves faculty and values their input in the decision-making process; advances change and
- Capacity to nurture existing innovative initiatives underway; in particular, continuing to apply and adapt the philosophy of “Rigor, Relevance and Relationships”
- Demonstrated emotional leadership and team dynamic skills that allows others to complement and supplement; willingness to share both the responsibility and the credit of the work to be done; recognition and respect for faculty which leads to high credibility with teachers (first and foremost), parents, board, and donors
- Willingness to collaborate with other CSJ schools and Congregation of Saint Joseph ventures to create and sustain a network of women making a difference in the world