Position: Principal
Type: Full-Time, Interim through June 30, 2027

Partnership Schools Principals hold an unwavering commitment to student success and an appreciation and respect for Catholic culture, identity, and values. They build and maintain a school culture of high expectations, instructional excellence, and rich Catholic identity. Partnership Principals are supportive thought-partners in network-level curricular implementation and assessment decisions, and they leverage proven management practices across the network while gleaning insight from our nationally-recognized partner organizations, including Teach like a Champion, Amplify/Core Knowledge, Eureka/Great Minds, and others.

Rosary Cathedral Catholic School is a K-8 school located in the historic Old West End of Toledo, Ohio.

Principal Reporting Relationships:
The Principal reports to the Managing Director of Schools (Toledo). The K to 8th-grade teaching faculty and other school-based staff report to the Principal.

Principals' responsibilities include but are not limited to:

- **Curriculum & Instruction**
  - Leading the implementation of a common, rigorous (Pre)K-8th grade curricula as well as the Partnership Schools instructional approach to ensure that all teachers have the tools they need to help students achieve at the highest levels;
- **Faith Formation**
  - Building on the rigorous traditions of urban Catholic education and focus on faith formation and development of the whole child – developing self-worth, moral character, a love of learning, and a sense of civic responsibility in all students;
  - Ensuring that the school-wide program of religious education and faith formation is aligned with its home diocese's religious education requirements;
- **Catholic School Culture**
  - Building a strong, positive, intentional Catholic school culture that provides a calm, safe, supportive, and faith-filled learning environment where students are engaged and respectful of each other and of adults in the building and actions reflect root beliefs;
- **Family Relationships & Community Building**
  - **Recruiting:** Serving as Chief Evangelist for the school, communicating the value-proposition of the school to stakeholders and community members to grow the number of students who benefit from the school;
  - **Enrollment Management:** Overseeing all re-enrollment and new student enrollment activities, including all marketing and outreach efforts and the enrollment process, in order to maximize the growth of the school community;
  - **Development**: Collaborating with the Partnership Schools Development team to support board and fundraising efforts;
  - **Family Engagement:** Nurturing family partnerships and creating regular opportunities for families to gather at school to build and strengthen community;
- **Talent**
  - **Recruiting Teachers & Staff:** Supporting the recruitment of talented, skilled teachers who are unwavering in their commitment to student success, who hold an appreciation and respect for Catholic culture, identity, and values;
  - **Professional Development:** Working with the Partnership Schools network team to lead high-quality professional development
  - **Teacher Retention**: Managing faculty and other instructional and extracurricular staff to retain those who are best aligned to the mission of the school;
- **School Operations:**
  - **Oversight, with Director of School Operations:** In collaboration with the Partnership Schools network operations team and the school's Director of School Operations, ensures that school operations are efficient and effective, accounting and budgets are accurate and up-to-date, scholarships are optimally processed, facilities are maintained, and enrollment is maximized.
  - **Academic Records:** Managing the process of academic reporting and recording, including grade reports, transcripts, permanent records, progress reports, parent-teacher conferences, and academic recognition; and

- **State Compliance:** Maintaining a working knowledge of and familiarity with Ohio educational standards and requirements and ensuring the school is in compliance with all state and diocesan requirements.

Partnership Principals have:

- A deep respect for and commitment to expanding the legacy of urban Catholic education;
- A relentless work ethic and a high degree of patience to push through difficult challenges;
- Experience with data-driven assessments to achieve student academic goals and inform instructional decisions and interventions;
- Proven track record of setting classroom expectations and driving student achievement as a teacher, preferably in an urban classroom;
- Demonstrated effective school leadership experience in working with students, teachers, parents, donors, and the community, preferably in a 'gap-closing' school;
- Demonstrated ability to balance collaboration (with teachers, fellow principals, and network leadership and staff) with strong leadership and to set goals and build buy-in from teachers;
- Knowledge of best practices and proven pedagogical techniques in urban education;
- Demonstrated openness to feedback, and a willingness to be reflective in order to grow as an educator and the school-wide instructional leader;
- Technological proficiency and adaptability;
- Excellent oral and written communication skills;
- Flexibility to pivot from one task to another quickly, coupled with the ability to set priorities and follow through with results;
- Tenacity and willingness to do what it takes to ensure success for students; and
- Maturity, a sense of humor, humility, and a "roll-up-my-sleeves," scrappy attitude.

Position Requirements:

- An uncompromising belief that all students can learn;
- At least four years of urban teaching experience with a track record of high achievement;
- A bachelor's degree from a competitive university is required—a master's degree is preferred;
- Successful experience leading adults and managing cultural change;
- Must be a practicing Catholic; and
- Must pass a background check.