



September 2021

Position Announcement

Faculty Instructor in Theology Religious Studies

San Miguel Catholic High School is accepting applications from qualified and highly motivated teachers for the position of Faculty Instructor in Theology Religious Studies (open specialization) to begin in January 2022 (immediate start also negotiable).

Your Profile

You are a skilled instructor with passion both for your field of content expertise and for leading students in learning the content and skills associated with your field. You demonstrate an extraordinary commitment to ensuring that every student learns at a college-ready level and that the environment for learning is rich with motivation, active engagement, assessment, feedback, and differentiated forms of re-engagement and support.

You value both a college-ready academic education and career-ready experiential learning, that together are rooted in a multicultural and multireligious community of Catholic heritage and culture inspired by the Lasallian educational tradition. You see relationships of mutual respect and rapport as foundational to learning.

You value professional growth through collaboration with other educators both at the school level and in partnership with others in our regional and national networks. You collaborate well in various collegial structures for professional and ministerial growth.

You appreciate the important role of parents and families in the education of their children. You value communication and interaction with parents as an essential component of student learning.

You are interested in a full-time position in which you are responsible for up-to five courses in Theology and Religious Studies (open specialization) along with a typical array of other professional duties (e.g. campus supervision, silent study supervision) and opportunities to support student programming (e.g. athletics, campus life, co-curricular activities). You exhibit flexibility and adaptability in a dynamic environment of educational innovation.

Our Profile

We are a school committed to serving high-potential young people from under-resourced communities of Tucson, who will likely be the first generation of their family to enroll in a degree-seeking program at the university level. We assist students and their families with the motivation, opportunities, and means to succeed to and through college.

We are a Catholic school community in the Lasallian educational tradition, welcoming students, families, and staff educators from diverse cultural and religious backgrounds, and engaging all in important questions of meaning, identity, faith and spirituality in dialogue with Catholic theological and religious traditions. We are located in the [Diocese of Tucson](#) and conduct our educational mission in partnership with the [Brothers of the Christian Schools](#) (De La Salle).

We are a long-standing member of the national [Cristo Rey Network](#), organized around a unique work-and-study educational structure through which every student (grades 09-12) spends approximately five days per month

engaged in a professional work assignment at a Tucson area business and spends the other 75 percent of one's time in college preparatory classes on campus. In order to accommodate this dual programming, our typical school day and academic year are longer than most other area high schools.

We offer rich opportunities for personal and professional growth, through a variety of collegial programs at both the local and national level. We support every instructor through the services of an instructional leadership team that values regular peer observation and best-in-class professional development, general coaching in instructional practice and educational technology, early-career coaching, initial and ongoing orientation, programs in personal and spiritual formation, and regular opportunities for socializing and team-building.

A full description of our mission, identity, and program offerings can be found at www.sanmiguelcristorey.org.

Core Competencies

The following core competencies are expected of the Faculty Instructor in Theology and Religious Studies and constitute the framework on which evaluations are made in the interview process.

Instructional planning and preparation

- Content knowledge in one or more fields of theology and religious studies (any specialization) and pedagogical knowledge in instructional practice at the secondary level.
- Knowledge of adolescent development related to the content area (e.g. adolescent philosophies, lived experiences).
- Evolving familiarity with a wide range of primary and secondary sources in the content area.
- Ability to demonstrate design coherence in instructional planning, assessment, and student learning.

Learning environment

- Ability to conduct relationships with students and their families in a multicultural and multireligious environment of respect and rapport.
- Ability to motivate student interest in the study of the content area.
- Ability to manage classroom procedures and student behavior.

Instructional practice

- Ability to lead student learning in a classroom setting in accord with best practices in instructional planning and execution.
- Ability to use a variety of assessment methods and techniques to determine student mastery of content and skills and to provide feedback to students about their progress.
- Ability to demonstrate flexibility and adaptivity in instructional practice in response to student learning needs and environmental conditions.

Professional responsibilities

- Ability to engage oneself and colleagues as a reflective practitioner who accurately identifies strengths and needs for growth in practice.
- Strong communication habits across a variety of media and in a variety of interpersonal settings (e.g. colleagues, students, parents).
- Ability to integrate into a collegial community of teaching and learning experts.
- Ability to conduct oneself as a person of integrity, ethical conduct, service to and advocacy for the changing needs of young people and their families.

Qualifications

The following qualifications are initially assessed in the candidate's application and further discussed in the interview process. Candidates with one or more 'preferred qualifications' are prioritized in the selection process.

Preferred

- Five (5) years of instructional experience in theology and religious studies at the secondary level.
- Three (3) years of experience working with young people and families in under-resourced communities.
- Master's degree from an accredited university in Catholic theology or religious studies, Catholic philosophy, secondary education, or a related field.
- Cultural knowledge of Latino and Native/Indigenous communities in Arizona.
- Bilingual fluency in English and Spanish.

Base

- Three (3) years of experience in classroom instruction at the secondary level.
- Bachelor's degree from an accredited university in Catholic theology or religious studies, secondary education or related field.
- Earned (or working towards) certification in secondary instruction.
- General cultural competence regarding Latino and Native/Indigenous communities in Arizona.

Compensation and Benefits

San Miguel Catholic High School offers a regionally competitive salary with a full range of benefits including coverage for medical, dental, and vision care, personal and professional leave, individual allocation for professional development, and retirement investment. Salary is determined according to an established faculty schedule and is commensurate with qualifications, experience, and potential for program leadership.

Non-Discrimination

San Miguel Catholic High School is fully committed to providing an inclusive and welcoming environment for all members of our teaching and learning community. In our interview process for qualified candidates, we do not discriminate on the basis of race, ethnic ancestry, gender, sexual orientation, age or disability. We welcome individuals of diverse backgrounds willing to join a common mission.

Next Steps

Qualified and highly motivated candidates are invited to submit two documents through our online application system: (1) a *curriculum vitae* or *résumé* and (2) a letter of interest and motivation. Candidates whose application demonstrates the qualifications for this position will be contacted about an initial interview and provided at that time with more information about the interview process and other necessary application materials.

General inquiries about the application form may be directed to Kristen Hof, Director of Human Resources (hofk@sanmiguelhigh.org), however this person has no information about application status.

San Miguel Catholic High School uses a rolling interview process in which the position may be filled at any time. It is therefore to the candidate's advantage to make one's interest known as soon as possible.