



# Elementary School Principal

## Pax Christi Academies, Diocese of Orange

### *Founded in Faith, Driven by Excellence*

Pax Christi Academies seeks a **mission-driven, faith-filled Principal** to lead a TK–8 elementary school in the Diocese of Orange. Leading with vision and faith, the Principal will shape the school’s culture, uphold a strong Catholic identity, and foster excellence in students’ faith formation, academics, character, and civic responsibility.

#### **MISSION STATEMENT**

To form children in the fullness of faith, intellect, character, and citizenship, who see God’s active presence in their lives and respond to the call to be like Jesus.

To create Christ-centered, parish-based schools that are driven by excellence and are accessible to all families seeking the ministry of Catholic education in view of the salvation of souls.

#### **VISION STATEMENT**

Inspired by the Holy Spirit and guided by Our Lady of Guadalupe, Pax Christi Academies will become the national model of Catholic PreK-8 schools in the areas of faith and moral formation, academic education, enrollment growth and financial sustainability.

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### **Role Overview**

The Principal at a Pax Christi Academies site is entrusted with creating and sustaining a **Christ-centered, academically rigorous, and mission-driven learning environment** for students in grades TK–8. This role requires a dynamic leader who can balance spiritual formation, instructional excellence, operational oversight, and community engagement, ensuring that all aspects of school life reflect the teachings of the Catholic Church and the mission of Pax Christi Academies.

The Principal serves as the school’s **spiritual, instructional, and cultural leader**, guiding faculty and staff to deliver high-quality, faith-integrated instruction while modeling Catholic values in every interaction. The Principal fosters a school culture where students are **challenged academically, formed in virtue, and prepared to serve their communities with integrity and compassion**, consistent with the network’s four pillars of **Faith, Intellect, Character, and Citizenship**.

Reporting to the network leadership, the Principal collaborates closely with teachers, staff, families, and parish partners to align school programs, resources, and initiatives with network standards and expectations. This includes developing systems that support instructional fidelity, student growth, and operational efficiency, while also nurturing strong relationships within the school and parish community.



The Principal will:

- **Lead Instructional Excellence:** Oversee curriculum implementation, use data-driven practices to guide instruction, and ensure academic rigor across all grades (TK–8).
- **Develop Teachers:** Support faculty growth through observation, coaching, professional development, and ongoing mentoring, building instructional capacity and a culture of continuous improvement.
- **Foster School Culture:** Promote a positive, mission-aligned school environment that reflects Catholic values, encourages student engagement, and emphasizes virtue, respect, and accountability.
- **Manage Operations:** Oversee school systems, resources, and logistics in partnership with the network, ensuring smooth daily operations and long-term sustainability.
- **Engage Families and Community:** Build strong relationships with families, parish leadership, and the broader community, ensuring that all stakeholders are partners in forming the whole child.
- **Model Servant Leadership:** Serve as a visible, approachable, and faith-centered leader, guiding students and staff with integrity, empathy, and a commitment to the mission of Catholic education.

Through this multi-faceted role, the Principal ensures that every student experiences a holistic education that nurtures faith, intellect, character, and citizenship, preparing them to live purposeful, faith-filled lives and contribute meaningfully to society.

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## Four Pillars of Leadership

### Faith

- Ensures Catholic identity permeates every aspect of school life
- Integrates prayer, sacraments, and Catholic values across the curriculum
- Works closely with parish leadership and families to strengthen faith formation
- Models servant leadership and discipleship for students and staff

### Intellect

- Oversees a rigorous, standards-aligned TK–8 curriculum
- Implements evidence-based instructional models, such as differentiated learning & data-driven practices
- Promotes critical thinking, creativity, and lifelong learning in all students
- Supports teacher development and instructional innovation

### Character

- Cultivates a culture of virtue, respect, responsibility, and integrity
- Implements consistent behavioral expectations and social-emotional supports
- Guides students to make ethical decisions and develop strong moral character
- Encourages staff and students to model integrity in all interactions

### Citizenship

- Forms students to be active, responsible members of their communities
- Provides opportunities for service, civic engagement, and leadership development
- Encourages students to apply their knowledge and faith in meaningful ways
- Fosters an understanding of the global community and a commitment to the common good



## Candidate Profile

The ideal Principal for Pax Christi Academies will:

- Be a practicing Catholic committed to the mission of Catholic education
  - Have a strong background in instructional leadership for elementary grades (TK–8)
  - Possess a master’s degree in School Administration and/or a California Administrative Credential, with a minimum of three years of leadership experience within Catholic education
  - Demonstrate experience building school culture, forming teachers, and managing operations
  - Actively work within a network of schools and drive the initiatives of Pax Christi Academies
  - Be a visible, approachable, and collaborative leader
  - Be passionate about forming students in faith, intellect, character, and citizenship
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## Why Pax Christi Academies?

Pax Christi Academies provides a **faith-centered, academically excellent, and mission-driven environment** where leaders can have a profound impact on the lives of students and families. Principals are supported by a strong network, professional development, and systems that allow them to focus on teaching, learning, and formation.

At Pax Christi Academies, we are reimagining Catholic education by partnering with church leaders and focusing solely on providing students the opportunity to encounter Christ, excel academically, and thrive.

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## Compensation:

Annual salary range \$90,000 - \$115,000

Compensation will be determined commensurate with experience and/or education.

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## Apply Today

Join us in forming the next generation of **faithful, knowledgeable, virtuous, and engaged citizens**.

Submit your cover letter and resume to: [info@paxchristiacademies.org](mailto:info@paxchristiacademies.org)

*Pax Christi Academies - Educating Minds. Forming Hearts. Inspiring Leaders.*