



Upper School Religious Studies Instructor

School Description

Santa Catalina School is a vibrant, independent, Catholic school offering student-centered co-education to PreK through grade 8 and an all-girls boarding and day college preparatory upper school serving grades 9 through 12. Santa Catalina exists to develop in each student a striving for excellence, a maturing awareness of moral and spiritual values, a sense of responsible purpose, and a determination to serve the world with courage, grace, and compassion. With the cornerstones of excellence, spirituality, service, and responsibility, the school is committed to providing a supportive learning community for each student to grow in their intellectual, personal, and spiritual life, making Santa Catalina a transformational educational experience for its students.

Position Summary

Santa Catalina School, a nationally recognized, independent, Catholic, all-girls boarding and day school in Monterey, California, seeks an innovative, dedicated, and student-centered full-time Upper School Religious Studies Instructor for the 2026-2027 school year. This position provides an exceptional opportunity for a teacher committed to the education of young women to work with a diverse and passionate student body. The Upper School Religious Studies Instructor will join a collaborative and dedicated faculty who are committed to strengthening and enriching learning through innovative teaching methods that enable students to identify and solve problems, bridge content across traditional subject domains, and develop a growth mindset.

Description

The full-time Religious Studies Instructor is responsible for teaching four to five sections of Religious Studies classes as assigned by the chair of the department; grade-appropriate curriculum planning and instruction for innovation, creativity, and integration between disciplines; serving as an advisor to a group of students; supporting the campus ministry efforts at school; and being an engaging and supportive faculty member of our boarding environment. Working under the guidance of the chair of the Religious Studies Department and reporting to the Head of Upper School, the Religious Studies Instructor will join a department that works closely together and values collegiality.

Santa Catalina School believes that each employee makes a significant contribution to its success. That contribution should not be limited by the assigned responsibilities. Therefore, this position description is designed to outline primary duties, qualifications, and job scope, but not limit the incumbent nor the organization to just the work identified. It is our expectation that each employee will offer his/her services wherever and whenever necessary to ensure the success of our endeavors.

Essential Responsibilities

- Teach four to five sections of Religious Studies as part of the school's college-preparatory curriculum

- Establish and communicate clear instructional practice objectives for all learning activities and assessment metrics
- Understand and employ developmentally appropriate pedagogical approaches and varied presentation styles to ensure high student engagement
- Actively support various assessment methods in order to accommodate different learning styles
- Show genuine concern for students; demonstrate deep investment in their learning and success
- Promote a classroom environment in which active learning takes place by focusing on problem-solving, synthesizing information, and integrating knowledge
- Maintain Santa Catalina's high academic standards by establishing and communicating clear objectives for all learning activities
- Encourage adaptability and flexibility in the classroom and in any learning environment
- Communicate clearly in writing and verbally to students, other teachers, parents, and administrators regarding student progress and student needs
- Maintain accurate and complete records of students' progress and development, and use this information to adjust teaching strategies
- Work in support of the school's campus ministry program
- Pursue professional development to maintain expertise in the performance of teaching responsibilities and promote the sharing of best practices with other members of the school's faculty community
- Manage student behavior in and out of the classroom by establishing and enforcing rules and procedures
- Participate in and support the life of the school through various duties as assigned
- Attend and engage in department, school, and parent meetings
- Serve as an advisor to a group of students

Qualifications

- A bachelor's degree in religious studies, theology, or a related discipline is required; preference will be given to candidates with an advanced degree in religious studies or theology
- Three or more years of experience teaching world religions, church history, theology, and scripture as an innovative teacher in a student-centered, independent, college-preparatory high school
- Experience in campus ministry at a Catholic school is highly preferred
- A commitment to the mission and identity of Santa Catalina School
- An understanding of and commitment to the values of an all-girls boarding school environment
- A desire to participate fully in the Santa Catalina community
- Successful completion of a LiveScan criminal background check as required by law

Competencies

- Demonstrated use of relevant technology to support and differentiate instruction
- Excellent writing, communication, and public speaking skills
- Approachable and welcoming demeanor
- Enjoy working with students between the ages of 14 and 18
- Cultural competence and enthusiasm for working with a diverse and dynamic community
- Strong interpersonal skills, including good listening, humor, tact, and intuition
- Ability to create responsive, caring, and appropriate relationships with students, families, and colleagues
- Strong organizational and record-keeping skills and digital literacy

- Ability to assess and respond to the needs of the school and act as a representative of the school
- Commitment to professional growth and education

Supervisory Responsibilities

- This position does not supervise other employees

Working Conditions and Compensation

- Work at a desk and computer screen for extended periods of time each day
- Ability to access buildings and facilities throughout a 36-acre campus, with reasonable accommodations, in order to meet with students and faculty
- Work in a school environment with a wide variety of challenges, deadlines, and people
- Additional time is required beyond a normal day or week for evening and weekend meetings
- Santa Catalina School offers competitive insurance and retirement benefits
- Salary Range: \$55,000 to \$90,000 annually, depending on experience

Equal Employment Opportunity

Santa Catalina School is an equal-opportunity employer. Employment at Santa Catalina School is based solely on qualifications and competence for a particular position, without regard to race, color, national origin, citizenship, age, religion, sex, sexual orientation, gender identity or expression, veteran status, disability, marital status, or any other category protected by the law.

To Apply

Interested candidates should visit our website to complete and submit an application, resume, and cover letter:

<https://www.santacatalina.org/employment>

Electronic submission of candidate papers in .pdf format is preferred.

Santa Catalina provides reasonable accommodations to employees and applicants with disabilities. Applicants who need accommodations to participate in the application process should contact employment@santacatalina.org.