



ELEMENTARY/MIDDLE SCHOOL TEACHER JOB DESCRIPTION

Open Position: Elementary/Middle School Teacher for Grades 4, 5, 6 and 7

Xavier Jesuit Academy (XJA) seeks to hire an Elementary/Middle School teacher to provide instruction to small classes of young men preparing for success in high school, college, and beyond through the implementation of a high-achieving curriculum that aligns with the mission, vision, and values of Xavier Jesuit Academy. XJA teachers work closely with others in curricular and co-curricular activities to foster a love of learning and responsibility to the broader community. XJA teachers actively participate in the extended day program that promotes the growth of the whole person- mind, body, and spirit.

Position Type: Full-time

Start Date: middle of July 2026

Equal Employment Opportunity: Xavier Jesuit Academy is an equal opportunity employer.

About Xavier Jesuit Academy

Xavier Jesuit Academy (XJA), a newly established Catholic, Jesuit primary school in Cincinnati, OH, serves young men in 3rd through 8th grade from modest economic backgrounds. XJA opened in the fall of the 2024 -25 academic year at the site of the former St. Agnes School building at the Church of the Resurrection (1601 California Avenue, Cincinnati, OH 45237) in the Bond Hill neighborhood.

Mission: Preparing young men to be leaders and “Men for Others” through disciplined academic preparation for life in the Catholic and Jesuit tradition, while enriching their families and communities.

XJA provides a disciplined academic program with robust faith formation, thus preparing graduates to thrive in academics and Christian leadership in high school, college, employment, and life. XJA strives to form young “men for others” who become leaders, and are faith-filled, loving, striving for intellectual excellence, committed to justice, and open to growth.

Xavier Jesuit Academy is committed to:

- Strong partnerships with families, networks of care, and community
- Disciplined academic programming and environment with extended school day and low student to teacher/support staff ratio

- Focused summer academic and formation programming
- Care for the whole person

[The Midwest Province of the Society of Jesus](#) (Jesuits) sponsors XJA as an independent Catholic school.

Position Summary:

Xavier Jesuit Academy seeks to hire an engaging and inspiring individual to serve as an Elementary/Middle School Teacher for Grades 4, 5, 6, and 7. Teachers report to and partner with the school Principal to envision, create, and implement effective, high-achieving curricula that successfully align with the mission, vision, and values of our institution. Elementary teachers are also supported by the Assistant Principal, who provides academic resources, as well as intentionally designed professional development.

Strong candidates for teaching and staff positions are disciplined workers, compassionate listeners, and tireless advocates for the students they serve. Most importantly, they approach their work as a vocation. The success of our students hinges upon the determination and excellence of our faculty and staff. As a scholarship-funded grade school, Xavier Jesuit Academy is positioned to succeed because of the generous sacrifices of students, parents, faculty, staff, volunteers and benefactors.

Qualifications:

- Possess at least a Bachelor's Degree
- Be eligible to successfully complete SafeParish requirements, which includes fingerprinting and background check

Responsibilities:

- Effectively manage the classroom by setting high expectations and creating relevant, standards-based lessons.
- Assess and further develop the existing curriculum with special attention to the content and methods appropriate to the students' developmental levels, and social/cultural and religious backgrounds.
- Moderate or coach at least one, seasonal extracurricular activity per year.
- Attend regularly scheduled meetings with the administration, whole faculty, and grade-level teams to discuss individual student progress and further develop the curriculum.
- Serve as proctor of recess, lunch, or other areas as assigned.
- Serve as a leader willing to work with and support novice teachers.
- Use current instructional technologies effectively.
- Integrate Gospel values and Ignatian Pedagogy in all facets of the work described.

Wages and Benefits:

The role of XJA teacher is a full time, 10.5-month, exempt position with health, PTO, and 403(b) options.

Salary is commensurate with experience and is competitive with Archdiocese of Cincinnati, Cincinnati Public Schools, and neighboring school districts.

How to Apply:

Completed XJA Employment application, cover letter, and resume should be emailed to:

employment@xavierja.org

The Xavier Jesuit Academy school recruits and admits students of any race, color or ethnic origin to all its rights, privileges, programs and activities. In addition, the school will not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, employment, scholarship and loan programs, and athletic and other school administered programs. The Xavier Jesuit Academy school will not discriminate on the basis of race, color, or ethnic origin in the hiring of its certified or non-certified personnel.