



PRINCIPAL

January 19, 2026

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

Alleman Catholic High School is a co-educational Catholic high school serving grades 9–12 in Rock Island, Illinois, located in the Quad Cities region. With a proud tradition of Catholic identity, academic excellence, and student formation, Alleman is committed to preparing young men and women to be faith-filled leaders of service, integrity, and purpose.

Alleman benefits from a deeply loyal community, dedicated faculty and staff, strong alumni engagement, and a clear commitment to Gospel values. The school is positioned for continued momentum under strong leadership that unifies mission, academics, student culture, and community confidence.

Alleman Catholic High School AT-A-GLANCE

- **Location:** Rock Island, Illinois (Quad Cities region)
- **Grades:** 9–12
- **School Type:** Catholic, co-educational high school in Diocese of Peoria
- **Founded:** 1949
- **Enrollment:** ~310 students (2025–2026)
- **Type:** Catholic, co-educational high school

Tuition (2025-2026)

Parish Rate

- 1st Student: \$6,700

Non-Parish Rate

- 1st Student: \$8,400

International Students:

- Full year: \$13,200

Tuition Assistance

awards more than \$400,000 in tuition assistance each school year

Job Summary/Description:

Alleman Catholic High School (Rock Island, IL) seeks an exceptional, mission-driven Principal to lead the school's Catholic identity, academic excellence, and faculty/student culture into its next chapter of growth.

Alleman is seeking a leader who is:

- ✓ A practicing Catholic with visible faith leadership
- ✓ A strong instructional and faculty leader
- ✓ A culture-builder who inspires excellence and unity
- ✓ A confident communicator and trusted presence for families
- ✓ A strategic thinker with strong organizational management skills

The Principal is called to:

- Foster the school faith community within the broader Church community.
- Ensure excellent teaching and learning within a safe, welcoming environment.
- Establish strong relationships with faculty, staff, students, and parents.
- Motivate staff and students toward exemplary work and growth.
- Articulate the school mission and philosophy to the community.
- Create a culture of harmony, high morale, excellent communication, and teamwork.
- Serve as an authentic example of Catholic faith and leadership.

Reports To: Superintendent of Schools / Office of Catholic Schools (Diocese of Peoria) (with close collaboration across key Catholic stakeholders)

Key Responsibilities:

To serve Alleman well, the Principal will lead across the following major domains:

Faith & Mission Leadership

- Give priority to fostering a Catholic faith community grounded in prayer, virtue, and love
- Ensure Catholic identity is visible, integrated, and alive throughout school life
- Encourage service consciousness across students, staff, and families
- Promote a culture of Christian relationships rooted in dignity and respect
- Collaborate with Catholic partners in ministry, service, and formation

Instructional Leadership & Academic Excellence

- Coordinate curriculum, schedules, and instructional programming
- Lead curriculum evaluation and ongoing development
- Work with teachers to strengthen methodology and instructional practice

- Support teacher-designed assessments and analysis of standardized test data
- Promote consistent academic expectations and strong outcomes for all students
- Pursue excellence while supporting students with diverse needs

Faculty & Staff Leadership / Professional Growth

- Recruit, interview, and recommend highly mission-aligned teachers and staff
- Provide orientation and support for new faculty and staff
- Conduct regular staff meetings and in-services
- Evaluate teachers and staff annually with growth-focused goals and accountability
- Maintain strong personnel systems, job descriptions, and evaluation documentation
- Ensure completion of required background checks and compliance requirements
- Build a culture where adults feel supported, coached, and inspired to excel

Student Leadership & School Culture

- Be visible and relational with students; know student needs and support systems
- Ensure student safety and a welcoming environment
- Lead discipline systems consistent with Catholic values and student formation
- Support student programs such as retreats, service projects, activities, and events
- Ensure strong collaboration around student evaluations and conferences

Administration & School Operations

- Comply with State of Illinois nonpublic school policies and regulations
- Maintain accurate school records, personnel files, and student documentation
- Supervise daily operations and maintenance of the school
- Provide vision and direction to committees and school organizations
- Maintain updated student/parent and faculty handbooks
- Attend required parish/diocesan/school governance meetings

Budget, Stewardship & Financial Collaboration

- Collaborate in the development and management of the school budget
- Manage revenue and expenditures responsibly
- Support systems of transparency, stewardship, and responsible planning
- Review and approve materials and purchases needed for instruction and programming

Communication, Community Engagement & Public Relations

- Maintain effective communication with parents, faculty, students, and stakeholders
- Disseminate information through bulletins, letters, websites, conferences, events, etc.
- Build strong relationships with feeder schools, families, alumni, and community partners

- Direct marketing and outreach efforts to support recruitment and enrollment
- Support efforts to secure grants, entitlements, endowments, and other funding supports

Required Qualifications:

- Catholic faith — professed and practicing
- Master's degree
- Illinois Professional Educator License
- Endorsements in teaching and administration
- Approval of the Superintendent of Schools
- Desired/Preferred Strengths
- Successful leadership experience in a Catholic school setting strongly preferred
- Demonstrated track record of academic improvement and faculty development
- Strong leadership presence and communication with parents and community
- Ability to manage change, create systems, and build a healthy culture
- Experience partnering with diocesan leaders, boards, or governance groups



The Ideal Principal: Leadership Profile

The next Principal of Alleman Catholic High School will be:

A Faith Leader

- lives Catholic values consistently
- leads with humility, courage, compassion, and prayerful discernment
- communicates mission with clarity and conviction

An Instructional Leader

- understands curriculum, teaching quality, and student assessment
- develops faculty through coaching and accountability
- builds an environment where academic excellence is expected and supported

A Culture Builder

- establishes high morale, teamwork, and strong professional community
- creates a student experience rooted in belonging, excellence, and formation
- balances discipline with dignity, consistency with care

A Strong Communicator

- handles sensitive matters with discretion and trust
- builds parent confidence and staff alignment
- communicates clearly and consistently through strong systems

A Strategic Operator

- manages priorities, time, and systems effectively
- understands budgets, staffing models, and operational excellence
- follows diocesan expectations with professionalism and integrity



Priorities for the Next 12-18 Months:

While the incoming Principal will ultimately set direction in partnership with diocesan leadership and key stakeholders, the following priorities reflect common themes in successful Catholic school leadership transitions and will likely be central to early momentum:

1) Strengthen Catholic Mission Culture

- Deepen visible Catholic identity and spiritual life
- Promote unity and common purpose
- Strengthen student formation in faith, virtue, service

2) Build Faculty Excellence & Accountability

- Establish strong expectations for teaching quality and culture
- Create clear feedback/evaluation rhythms
- Support professional development and faculty retention

3) Advance Academic Consistency & Student Outcomes

- Ensure curriculum alignment and strong classroom practices
- Use assessment results and student data to guide improvement
- Strengthen supports for diverse learners and student success systems

4) Strengthen Enrollment Confidence & Recruitment

- Partner with stakeholders to strengthen school storytelling
- Support student retention and parent engagement
- Strengthen outreach to Catholic elementary schools and broader community

5) Elevate Communication Systems

- Increase clarity and consistency in messaging
- Strengthen internal and external communication routines
- Promote transparency and trust across the community



Why Rock Island/Quad Cities Region?

Alleman is located in the Quad Cities region—an area known for high quality of life, affordability, strong neighborhoods, and community spirit. The region offers:

- Accessible cost of living and housing
- Cultural, athletic, and outdoor recreation opportunities
- A family-friendly environment
- Strong civic identity and Midwestern hospitality
- Relocating candidates will find the area welcoming and manageable with strong regional amenities.



Salary: Commensurate with background and experience. Comprehensive benefit program (details will be furnished to finalist candidates).

Application Deadline: February 28, 2026

(We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Marie Keith
Vice President, Education
Catholic Recruiter Associates
Marie@CatholicRecruiter.com

Confidential inquiries and nominations are welcomed. Catholic Recruiter Associates will treat all candidate inquiries and materials with the highest level of confidentiality and professionalism.

Note: Only those selected for an interview with the search committee will be contacted.

This position serves a vital religious function that supports the mission and beliefs of the Roman Catholic Church.

Search managed by:

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING

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