



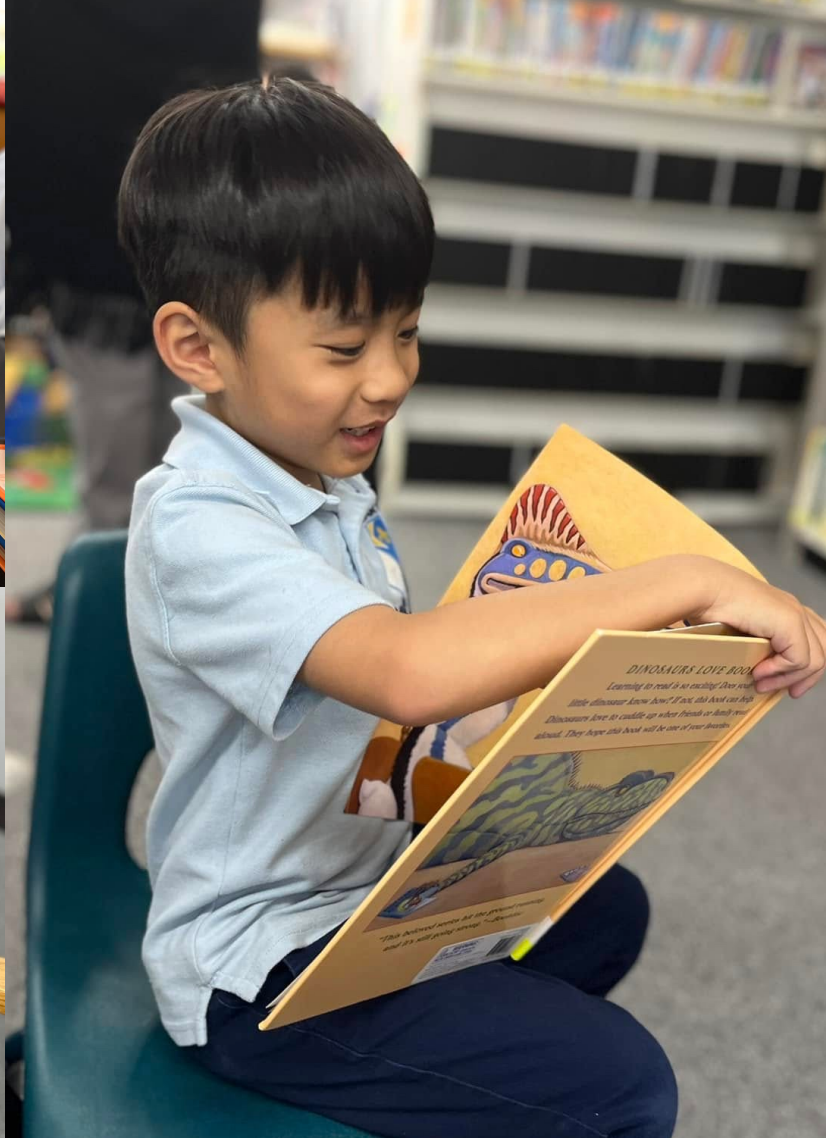
PRINCIPAL

(Starts July 1, 2026 or sooner if available)

October 10, 2025

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

Saint Mary Star of the Sea has a **rich history** dating back to 1923. This K-8 Catholic school near the shore in Virginia embodies Faith, academics, and social justice as the hallmark of our structure. Our principal is the chief academic and business leader of this great school.

Our Mission: Saint Mary Star of the Sea School provides a Christ-centered Catholic education for Pre-K (3) through 8th-grade students of all faiths in the tradition of the Dominican Sisters of St. Cecilia. The spiritual, intellectual, and social development of all students is provided in a safe and disciplined environment. With a solid foundation in academic and moral excellence, the students are prepared for success in high school and beyond.

Job Summary:

Saint Mary Star of the Sea Catholic School (grades PreK – 8) located in Hampton, Virginia, seeks dynamic and highly qualified candidates for the position of principal. This position starts July 1, 2026 (or sooner if available).

The successful candidate:

- Will be committed to fostering and maintaining a Catholic environment that is an authentic expression of Catholic faith, with the goal of producing faithful graduates where everything done in and through the school expresses love for and obedience to Jesus Christ and His Body, the Church;
- Will have a working knowledge of the Church's teachings regarding Catholic identity and the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools; and,
- Will possess a demonstrated commitment to academic excellence, with an emphasis on innovative learning skills, teaching methods, and curricula.

Duties & Responsibilities:

- Establish a tone that enables the spiritual growth of students, faculty, and the entire school community.
- Work collaboratively with the Pastor, the School Advisory Board, faculty, and parents to foster a learning environment deeply rooted in the Church's teaching on Catholic identity, where Christ's principles guide every dimension of the school's life and activity.
- Assess and oversee the school's academic programs and faculty effectiveness.
- Communicate effectively with students, families, and the community.
- Represent the school in the parish community and greater community.
- Oversee non-academic matters including, but not limited to, enrollment management, planning, budgets, development, and marketing.

Job Requirements:

The successful candidate will:

- Be a practicing Catholic;
- Possess a master's degree in Education Administration and Supervision or a related field;
- Have five years of teaching experience, preferably in Catholic education;
- Hold a Virginia license in Administration and Supervision or be eligible to pursue; and,
- Possess excellent organizational, interpersonal, and communication skills.

Salary: Highly competitive compensation, depending on qualifications and experience. This position offers comprehensive benefits and a retirement plan. Details available from Human Resources.

Application Deadline: January 15, 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

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

Search managed by:

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