

Senior Associate, Teacher in Residence Program NY

Start Date: July 2019
Team: Recruitment
Location: Brooklyn, NY

About Achievement First

Achievement First, a non-profit 501(c)3 charter school management organization, operates 36 public charter schools in Brooklyn, Connecticut, and Rhode Island. The mission of Achievement First is to deliver on the promise of equal educational opportunity for all of America's children. We know that every child—regardless of race, zip code, or economic status—deserves access to great schools. Achievement First currently educates more than 13,300 students in historically underserved neighborhoods, with over 90% of our students identifying as Black or Latinx. For more information about the Achievement First mission, model, our schools and team, please visit our website at www.achievementfirst.org.

Summary

The Teacher in Residence Program provides a clear, one-year pathway into a career as a teacher at an Achievement First school. The Senior Associate of the NY Teacher in Residence Program will oversee program implementation across Achievement First's schools in Brooklyn, NY ensuring residents develop into highly skilled teachers. This role directly impacts AF's ability to internally develop a future teacher pipeline. This position is ideal for an individual who possesses project management skills, a desire to create more efficient systems and processes for schools and non-profits, and who excels at influencing and motivating others towards action.

Responsibilities of the Senior Associate, Teacher in Residence Program NY will include but are not limited to:

- **Teacher Development and Support**
 - Oversee cohort of New York TIRs to attain 75% promotion rate
 - Mentor and build TIR skills in teaching, professionalism, self-advocacy, and relationship building
 - Conduct school observations of TIRs to provide direct feedback on teaching practice
 - Create targeted plans to support TIRs who are not on track to promotion
 - Support TIRs with school placement for the following school year
 - Serve as a coach for weekly Deliberate Practice sessions
 - Execute professional development sessions for mentor teachers (Resident Advisors) and school-based TIR coordinators to ensure strong management and support of TIRs
 - Conduct co-observations with Resident Advisors to ensure alignment and provide feedback on their coaching practice
- **Program Management**
 - Ensure program fidelity at school sites (eg, each TIR has a mentor teacher, is gradually gaining teaching responsibilities, is being observed and coached)
 - Check in regularly with principals, mentor teachers, and school-based TIR coordinators to track progress of program and provide support
 - Identify and share best practices across schools
 - Ensure TIR candidate screening process aligns to New York Relay admission requirements

- **Outreach**
 - Own mining, outreach, and cultivation of high potential TIR candidates on LinkedIn
- **Data Management**
 - Track and analyze data towards progress to goals
 - Create a plan of action when "broken windows" are surfaced across schools
 - Provide data to stakeholders throughout the year (eg, Gateway pass rates)
- **External Partnership**
 - Serve as liaison between Relay and New York schools
 - Conduct weekly check-ins with Relay NY to share updates on TIR progress

Skills and Characteristics

- Strong organizational skills
- Ability to improve systems to lead a program
- Interpersonal skill to inspire and motivate both groups and individual stakeholders
- Belief in the Achievement First mission and educational model
- Maturity, humility, strong work ethic, sense of humor, and "roll-up-my-sleeves" attitude

Educational Background and Work Experience

- Bachelor's required
- At least 2-3 years teaching experience in urban, low-income setting preferred
- Experience coaching teachers or young adults preferred
- Experience leading professional development preferred

Compensation

Salary for this position is competitive and commensurate with experience. Additionally, Achievement First offers a comprehensive benefits package.

To Apply

Send resume and cover letter to:

Kristina Mercado
Co-Vice President, Recruitment
kristinamercado@achievementfirst.org

Achievement First is an equal opportunity employer and an organization that values diversity. People from all diverse backgrounds are strongly encouraged to apply. Spanish language proficiency is a plus. You can learn more about diversity at Achievement First here: <http://www.achievementfirst.org/about-us/diversity/>.