

Middle School ELA Coach, Navigator

Start Date: September 1, 2019
Team: AF Accelerate
Location: Flexible

About Achievement First and AF Accelerate:

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.

AF Accelerate, a division of Achievement First, shares what Achievement First has learned about how to build high-achieving schools that help low-income students succeed. We partner with educators across the country, bringing the same focus and tools that have propelled our own success, to help improve outcomes for ALL of America’s children. *AF Accelerate* works with entrepreneurs who are starting their own charter networks and with traditional district schools, putting 60,000 students on the path to college and plans to scale to impact the outcomes of 150,000 students in the next 5 years. All of our work is based on Achievement First’s open source materials, available on the AF website, creating nearly limitless reach. For more information on AF Accelerate and our open source website, please visit www.achievementfirst.org/AFAccelerate and www.achievementfirst.org/resources.

Background on Navigator:

Navigator Lit is an Achievement First open source program designed to support charter school networks in accelerating their middle school ELA achievement by sharing AF’s middle school ELA curriculum and providing intensive, individualized coaching support to networks participating in the program. Navigator is designed to be a two-year program resulting in a significant increase in student achievement.

Summary:

The Navigator coach is the primary source of guidance and implementation support for network teams during their program years. The coach will coach a portfolio of 5-7 networks in the implementation of the AF middle school ELA curriculum. The coach will be responsible for conducting weekly coaching and problem solving, virtual and on-site visits to the networks, and providing professional development (live and virtual) to drive the successful implementation of the ELA program components and positive student achievement results at the network. The ideal candidate will possess the proven ability to

coach adults to make transformative growth in student achievement outcomes. The role provides a unique opportunity for an individual who is passionate about literacy, about building leaders' long-term capacity and who embraces the challenge to strengthen an innovative program.

Responsibilities of the Leadership Coach will Include but Are Not Limited to:

- **Instructional and programmatic coaching:** Intensive coaching, including observation of, feedback to and co-planning with participants during the program years. Coaching responsibilities will include weekly coaching and problem solving, PD planning feedback, PD observation and feedback, and change management/people leadership support.
- **Design and facilitate professional learning:** Contribute to the design and execution of a long-term scope and sequence that ensures all networks leave the program with a strong instructional model aligned to a college ready bar.
- **Data analysis and action planning:** Regular analysis of and action planning based on achievement data, both as a team and with networks.
- **Support the program strategy and operations:** Engage in strategic discussions to improve the overall program design and impact. Contribute to the long-term strategy for curriculum implementation support.

Skills and Characteristics:

- Deep passion and knowledge for ELA content area
- Track record of strong student achievement gains as part of a school leadership team, preferably as the principal or dean of a school
- Strong problem analysis and problem resolution at both a strategic and functional level
- Deep experience in coaching of adults and knowledge of adult learning strategies including the ability to differentiate coaching approach to the learner's skill and/or experience level
- Ability to learn and adapt to different contexts and school levels, e.g., charter/district; elementary/middle/high
- Excellent written and verbal communication skills
- Ability to work autonomously as well as take direction as needed
- Highly motivated and capable of seeing projects through from beginning to end
- 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:

- Advanced degree from a competitive college or university
- At least four years of highly effective teaching experience demonstrating a strong track record of student performance gains

- At least 3 years of leadership experience at a charter network or similar organization, driving network gains in their content area by managing academic programs, facilitating professional learning, and coaching network/school leaders
- Experience working with leaders and developing leaders across lines of difference
- Experience as a school leader of a high-performing charter school preferred

Some weekend/evening work required, and some travel will be required.

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:

Laina Vlasnik Yip
Director of Recruitment and Partnerships
LainaVlasnikYip@achievementfirst.org

Please visit the Achievement First careers site at <http://www.achievementfirst.org/careers/>. 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/>.

Achievement First is an Equal Opportunity Employer