

Middle School ELA Coach, Navigator

Start Date:	June 1, 2020
Team:	AF Accelerate
Location:	Flexible
Time:	Option for Full- and Part-Time Role

About Achievement First and *AF Accelerate*:

Achievement First (AF) exists to address the legacy of racism in education in America. We know that all children—regardless of race, zip code, or economic status—need and deserve access to a great education. At the core of our approach is the shared journey by our students and staff to fulfill our incredible potential.

Achievement First has consistently been rated one of the top charter school networks in the country, AND we are still learning and growing. AF is a non-profit 501(c)3 organization that currently supports 37 public charter schools in New York, Connecticut, and Rhode Island. The mission of AF is to deliver on the promise of equal educational opportunity for all children. We currently employ more than 2,000 staff -- 47% of whom identify as Black, Latinx, or Multi-racial -- who collectively educate more than 14,300 students in Brooklyn, NY; Providence, RI; and New Haven, Bridgeport, and Hartford CT. More than 85% of our students qualify for free or reduced priced lunch. Our students are proving what's possible by achieving breakthrough results in terms of academic achievement and long-term college persistence. 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, provides strategic support to educators beyond AF and partners with them to achieve stronger outcomes for students. We also work to foster an open source and collective learning environment within the broader education community to ensure quality resources, proven practices, lessons learned and promising ideas are available to all. *AF Accelerate* works with entrepreneurs who are starting their own charter networks and with traditional district schools through two programs, the [Charter Network Accelerator](#) and [Navigator](#), 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. Our work is based on Achievement First's open source materials, available on our [open source website](#), creating nearly limitless reach.

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 partners 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 ELA 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. Coaches work with a portfolio of approximately five partners nationwide and requires travel to visit each site in person three to four times per year.
- **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. Engage with broader AF Accelerator Team on team-wide vision and strategy. This includes travel to organization-wide meetings and trainings three to four times a year.

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
- Ability to travel approximately 20% time

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

Compensation

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

To Apply

Send resume and letter of interest to:

Laina Vlasnik Yip
Director of Partnerships and Recruitment
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