

Director, Teacher in Residence Program

Start Date: July 2021
Team: Recruitment
Location: Brooklyn, NY or New Haven, CT

About Achievement First

Achievement First serves 15,000 students in 37 schools in five communities across Connecticut, New York, and Rhode Island. All of our students come to us through blind lottery. The majority are Black, Latinx, and children from low-income families who will be the first in their families to graduate from college. 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. 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 Director of the Teacher in Residence Program will oversee program implementation across all Achievement First schools, ensuring our 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 Director, Teacher in Residence Program will include but are not limited to:

- **Program Management, Design, and Implementation**
 - Manage program at network level to attain 75% promotion rate across CT, RI, and NY schools (cohort of ~130+ Teachers in Residence)
 - Create guiding documents for implementation of the TIR program at each school and revise annually as needed
 - Ensure program fidelity at school sites (eg, each TIR has a mentor teacher, is gradually gaining teaching responsibilities, is being observed and coached)
 - Track, analyze, and act upon data to reach promotion goals
 - Revise promotion criteria and process for TIR to Teacher, as needed
 - Support in TIR hiring and outreach
 - Check in regularly with principals, mentor teachers, and school-based TIR coordinators to track progress of program and provide support
 - Identify best practices at individual schools and share across the network
- **Direct Coaching and Professional Development Design**
 - Plan and execute professional development sessions for TIR cohort to build skills in teaching, professionalism, self-advocacy, and relationship building
 - Plan and execute professional development for mentor teachers and school-based TIR coordinators to ensure strong support of TIRs
 - Conduct school observations of TIRs to provide direct coaching and support

- Conduct co-observations with Resident Advisors to ensure alignment and provide feedback on their coaching practice
- **Management**
 - Manage 1 person supporting a region's TIR cohort
 - Ensure targeted plans to support TIRs who are not on track to promotion are in place
- **External Partnership**
 - Facilitate communication between Relay and schools on TIR progress
 - Ensure TIR candidate screening process aligns to Relay admission requirements across all regions

Skills and Characteristics

- Strong organizational skills
- Ability to create transferable, efficient 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 required
- Experience leading professional development 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:

Kristen Nielsen

KristenNielsen@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/>.