



If you're interested in hearing about opportunities to join Team Teaching & Learning or Team Greenfield, let us know via [this form](#)! We will let you know when roles in your content area open up and send occasional emails with updates about the work our teams do.

## About Achievement First

Achievement First is a non-profit 501(c)3 organization that currently supports 41 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. Our focus and reach extend beyond the students and communities that we serve directly, as AF partners with schools and networks from across the country and openly shares all our resources with educators free of charge.

## About Teams Teaching & Learning and Greenfield at Network Support

About 300 of Achievement First's employees work on the Network Support Team, which is composed of the many teams that support our schools. The Network Support Team centralizes and coordinates key functions (curriculum development, finance, operations, recruitment and more) so our school staff can focus on our students. Team Teaching & Learning and Team Greenfield design and support our academic and enrichment programs.

There are elementary, middle, and high school sub-teams on Team Teaching & Learning for ELA, History, Math, and Science, as well as a K-12 Enrichment sub-team which supports AF's physical education and arts programs. At four of the 16 middle schools, AF is piloting a different middle school model with its own curriculum; Team Greenfield drives the program, designs the curriculum, and supports the Greenfield middle schools. The middle school Teaching & Learning and Greenfield teams work closely together and will eventually work toward a unified middle school program that leverages the learnings from both school models.

**Team members on Team Teaching & Learning and Team Greenfield craft and drive the program vision for their content area, design curriculum, coach teachers and deans at schools, and plan and facilitate professional development.** You'll enjoy working on these teams if you enjoy geeking out on your content area and developing teachers' and leaders' instructional skills across multiple schools!

## What are we looking for in members of Team Teaching & Learning and Team Greenfield?

- **Curricular and Programmatic Vision:** Has in-depth content and pedagogical expertise.
- **Brings an Equity Lens to the Work:** Consistently demonstrates a deep commitment to equity and understands how their identity, power, and privilege impact their work.
- **Utilizes a Growth Mindset:** Consistently identifies and addresses gaps in previous mindsets/skills and perceives the strength and performance of others through a growth mindset. Actively seeks feedback to improve and demonstrates growth in response to feedback.
- **Develops Curriculum** that is rigorous, standards-aligned, and affirms aspects of a student's identity, allowing them to make connections between the curriculum, themselves, their communities, and the broader world.
- **Plans & Leads Professional Development** that has both clear objectives and objective-aligned practice with the potential to change leader or teacher instructional practice immediately.
- **Instructional Coaching:** Identifies the highest leverage action steps to move teacher and leader practice and is able to balance setting ambitious goals, coaching to outcomes, and effective listening and relationship-building that creates trust with and between teachers and leaders.
- **Leads Across A Network & Across Lines of Difference:** Authentically seeks out varied opinions and experiences (across racial, regional, power, and gender lines) to understand the impact of decisions on those most affected by

them AND elevates these voices to others. Engages all stakeholders and effectively works to invest them in the program vision and potential shifts and centers them throughout all parts of change processes.

- **Employs Strategic Thinking:** Utilizes multiple perspectives and data points to drive to a clear understanding of the current state relative to organizational goals and best practices, and pushes for deeper understandings of how and why this came to be. Sets clear, obtainable, and timely goals which move the work forward and proactively plans how to involve and invest others in those goals.
- **Analyzes and Responds to Data:** Accurately identifies strengths and gaps based on existing data, considers additional information which may/may not be included in the dataset, and provides specific insights based upon multiple data points.

## Logistics & Benefits:

- **Most full-time positions on these teams involve directly supporting schools**, whether providing instructional coaching to leaders and teachers, leading professional development or planning meetings, observing curriculum in person, or even pitching in to teach or co-teach depending on school needs.
- Given the school support entailed in most roles, applicants should live in or within easy travel distance to one of our regions: Brooklyn, NY; Providence, RI; New Haven, Bridgeport, and Hartford CT. **When not visiting and supporting schools, most team members work remotely** (though there is a Connecticut office to work from). We do hire some remote hourly consultants to design curriculum and assessments.
- Achievement First Network Support employees are able to take up to **20 vacation days, as well as 27 pre-scheduled days off for federal holidays and winter break.**
- Achievement First provides full time employees with a laptop, as well as medical, dental, and vision benefits.
- Achievement First's 403(b) plan is available to all full-time and part-time employees. After a year of employment, AF will match eligible employee contributions up to 4% of their salary (up to a maximum match of \$2,500 annually per employee).
- **Achievement First requires vaccination against COVID-19 for all employees.** Reasonable Accommodations based on a qualifying disability or sincerely held religious belief are being considered in accordance with applicable law. Click [here](#) to read our full policy.

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