



Residency Coach position description

The Public Education Foundation is seeking to hire a full-time residency coach to support the growth and development of Project Inspire residents and graduates teaching in high-need Hamilton County schools.

About us

We are a small but mighty team of people who are passionate about students, teachers, and a more equitable K-12 education landscape. Under the guidance of the Public Education Foundation of Chattanooga, and in partnership with Hamilton County Department of Education and Lee University, we recruit and train future teachers through graduate coursework and a full-year apprenticeship in a high-need school. At the end of our 14-month program, graduates of Project Inspire will have earned a master's degree and a teaching license, and commit to teaching in a high-need school in Hamilton County for four years. Project Inspire believes deeply in cultivating its graduates as teacher-leaders, so our program is committed to the residency model as a comprehensive five-year experience of growth and development, designed to provide a strong foundation in teaching students and leading adults.

About you

You are a really, really, really good teacher. You love spending time with students, contributing to a school culture that celebrates learning and helping others to succeed. You are motivated by challenge and are looking for new ways to drive change in your community.

Job description

The residency coach will play an integral role in ensuring that residents are able to maximize learning throughout the 14-month residency experience and that residents graduate ready to be a different kind of teacher from day one--one who will be a fierce advocate for equity, will believe deeply that all students can thrive, and will promote an inclusive culture in the classroom and schoolwide. This means that the residency coach must work closely with school leaders to cultivate a culture of growth and coaching at host residency sites, and the residency coach must also collaborate closely with school principals and the HCS induction program to provide ongoing support to program graduates, especially throughout the first 2 years of teaching. Most importantly, the residency coach will focus on coaching clinical instructors, residents, and graduates and leading professional development in real-time contexts with students, so that we can consistently keep the equity of student voice and rigor of student engagement at the center of our learning.

Responsibilities

- Coaching (60%) - You will work closely with residents (our teachers-in-training) and clinical instructors (our experienced mentor teachers), and program graduates to ensure continuous progress and constant communication. By spending time in schools, observing program participants in their natural habitat, you'll know exactly how to keep everyone on track toward their final goal.
- Curriculum development (20%) - You will coordinate with the program director and lead coach to design and facilitate professional learning experiences for residents, clinical instructors and program graduates--all grounded in the core values and practices at the heart of the program's vision for effective teaching
- Data collection/Administration (10%) - You will help us track progress, develop a strategy based on hard facts, and prove to the world that we are continually learning and improving as a program. As we grow, you will be a key player in scaling our program. You will be responsible for day-to-day communication with residents on deadlines, coursework, and updates. As our key source of contact with residents, you'll also help with grant reporting.
- Leadership and Alumni Development (10%) - You will help us build an inclusive and active alumni network, creating a community of support within our schools and encouraging Project Inspire graduates to flex their leadership skills.

Required Qualifications

- minimum of 3 years of K-12 teaching experience
- bachelor's degree (master's preferred)
- fluency with Google Drive, Slack and/or other collaborative digital tools
- experience leading professional learning for adults/educators
- has implemented self-study around issues of race, identity, social justice and equity
- demonstrated belief in ALL learners

Desired competencies + experience

We are looking for someone who:

- has experience with the teacher residency model
- thrives within a team context
- is a "people person"
- shows initiative with bold ideas
- communicates effectively
- thinks strategically
- is comfortable with discomfort and ambiguity
- is a lifelong learner

Benefits

We work in the heart of downtown with a caring group of passionate education advocates. We offer competitive compensation and benefits, and we get to witness the growth of rock-star teachers and inspiring students.

Interested candidates should send a resume and compelling cover letter describing your strengths, related to the listed competencies, to Joni Martin at the Public Education

Foundation (jmartin@pefchattanooga.org). Review of applications will begin March 1, 2021.