



## ST. LOUIS TEACHER RESIDENCY

### Position Announcement: Director of Clinical Education

#### Job Description

The Director of Clinical Education is responsible for directing and leading residents' certification coursework and clinical experience in their first-year in the residency program. This includes facilitating weekly coursework sessions focused on skills included in STLTR's Vision for Effective Teaching and ensuring that the residency coursework is brought to life in the clinical experience. The Director of Clinical Education (DCE) will also manage STLTR instructional coaches and mentor teachers who support residents in Year 1. The DCE reports to and works closely with the Managing Director of Program & Evaluation to ensure that all students in St. Louis have access to an effective, well-prepared teacher.

The start date for this position is June 1, 2022.

#### About Us

##### OUR MISSION

St. Louis Teacher Residency (STLTR) recruits, trains, and supports high-quality teachers who are committed to the city's public schools. Through a model of rigorous clinical preparation, St. Louis Teacher Residency prepares aspiring teachers who are capable of accelerating student achievement from the moment they enter the classroom as a teacher of record.

St. Louis Teacher Residency is designed as a two-year program, leading candidates to earn their Missouri teacher certification in the areas of elementary or secondary language arts, math, or science at the end of their initial apprenticeship year. In the second year, candidates become a lead teacher-of-record in their partner school while continuing to pursue their Master's degree with our university partner, Washington University in St. Louis.

##### CORE BELIEFS

In steadfast support of our teachers, and the students, families, and communities they serve, St. Louis Teacher Residency is founded upon and committed to three core beliefs.

- Every student in St. Louis deserves an effective teacher.
- Great teaching results from an understanding of theory, intensive practice, and an ongoing commitment to excellence.
- Teachers thrive in a supportive and joyful professional community, which encourages critical feedback and reflection.

## IMPACT

By training teachers specifically for an urban classroom and context, STLTR plays an integral role in eliminating the educational inequity that persists in the St. Louis region along economic and racial lines. Additionally, STLTR will work to address the teacher shortages in St. Louis by growing from an initial cohort of 20 teachers in 2018 to a cohort of 75 teachers. In this way, STLTR will impact almost 5,000 new students in each year of operation, with program graduates teaching in 215 high-needs classrooms at scale.

## Core Position Responsibilities

- As a member of the leadership team, develop a clear vision for effective teaching, defining what residents should know and be able to do by the end of the residency program.
- Design and facilitate highly-effective teacher preparation courses that enrich and drive residents' success in their classroom apprenticeship.
- Collaborate closely with the Managing Director of Program to evaluate residents' performance.
- Discuss and analyze resident performance data to inform shifts in coursework, improve program design, and make adjustments to instructional coaching.
- Conduct resident performance assessments.
- Observe and provide feedback to STLTR instructional coaches to ensure consistent resident development across training sites.
- Develop a clear vision for a strong cohort community; implement strategies, in collaboration with instructional coaches, to maintain a strong cohort throughout the academic year.
- Build and maintain strong relationships with principals and other school leadership.
- Establish goals for mentor-teacher development and design professional development opportunities to drive towards these outcomes.
- Oversee Year 1 residents and their mentors at training sites to ensure a productive mentoring relationship and learning environment.

## Characteristics and Qualifications:

- An understanding of St. Louis Teacher Residency's mission and an unwavering commitment to fulfill it.
- A self-starter interested in working in a fast-paced environment that requires flexible roles.
- A high level of personal integrity and professionalism.
- An unwavering commitment to high academic achievement and high expectations of all students.
- Deep knowledge of research-based instructional practices and assessment.
- Awareness of and comfort with issues of diversity, specifically relating to race, class, and gender; ability to engage in and facilitate discussions about diversity, equity, and inclusion.
- Openness to receive feedback on issues that will facilitate professional growth.
- Experience working with at-risk, urban student populations *required*.
- Experience in teacher development and management of high performing teams *preferred*.

- Experience in designing and implementing teacher professional development or teacher education coursework.
- Minimum of 5 years of relevant professional experience in the field of education.
- Master's degree in educational leadership or teaching and learning *required*.

**To Apply:** Please send a cover letter and resume to the attention of Anne Lamb, our Managing Director of Program & Evaluation at [alamb@stlteacher.org](mailto:alamb@stlteacher.org). In the subject line, please enter: "Director of Clinical Education: Application Materials."

**Compensation:** Compensation and benefits packages are highly competitive.

**Learn More:** Questions about the role? Visit our website: [www.stlteacher.org](http://www.stlteacher.org) or contact us at [alamb@stlteacher.org](mailto:alamb@stlteacher.org).

*St. Louis Teacher Residency does not discriminate against any employee or applicant for employment on the basis of race, religion, creed, gender, gender identity, sexual orientation, national origin, color, age, disability, or any personal characteristic protected by applicable law.*