



Destine Preparatory Charter School Founding Instructional Coach Job Description

NOW HIRING: Founding Instructional Coach

Destine Preparatory Charter School is a public charter school serving grades K-5 in Schenectady, New York opening in August 2022. Our mission is to develop scholars in K-5th grade to become future change makers through rigorous academics, social and emotional learning, and affirmation of their identities. We are seeking founding team members who are interested in helping us bring our mission to fruition. Develop your talent and grow your skills as an educator while simultaneously helping us scale the size of our school. Learn more about our school at destineprepcharterschool.org.

A school is only as strong as its educators. The Founding Instructional Coach's job is to support the school in driving academic outcomes by developing teacher skill with thoughtfulness and urgency. The person in this position will demonstrate a relentless drive towards excellence in four main areas: a) observing instructional delivery and providing feedback to enhance and support the development of each teacher's content area b) supporting teachers in the internalization of units and lessons for the development of their year-long curriculum, c) analyzing data in order to modify lessons and forms of assessment to meet students' needs, and d) working with the academic leaders (Head of School and Director of Scholar Supports) in the school to align on goals, share best practices, and determine intervention support needed.

IC RESPONSIBILITIES

Coaching and Management

- Mobilize teachers to achieve the collective goals of the school; owns the implementation of select school priorities in support of the school-wide vision
- Evaluates and provides feedback on lessons, units, assessments, and internalization plans and develops teachers' internalization skills
- Develop teachers' ability to evaluate and respond to data
- Provides high-quality instructional coaching by accurately diagnosing classroom instruction and providing frequent feedback for teachers across skill level; intensively coach new and struggling teachers with a range of coaching techniques
- Leads professional growth through effective professional development and grade level or department level walkthroughs
- Conducts bi-annual evaluations of teachers

Data And Goal Monitoring

- With guidance from the school leader, leads the planning and goal setting for the grades/departments that he/she coaches and ensures alignment with school-wide goals
- Identifies student achievement gaps across grade level or department and develop and execute a plan



- Leads data-driven instruction by analyzing data across many different demographics , such as homeroom vs. homeroom, boys v.s girls, special needs vs. general education, etc. Develop plans that address the root cause of gaps and 2effectively communicate execution steps to teachers and leaders.
- Work with the Head of School and Director of Scholar Supports to progress monitor for special populations and struggling scholars

Miscellaneous

- Norm, review, and provide feedback on grading
- Evaluate, revise, and strengthen systems that impact teachers
- Flexibility to provide coverage as needed (lunch server, bathroom/hallway monitor, co-teaching, etc.)

DESIRED QUALIFICATIONS

- Bachelor's degree required; graduate degree preferred
- 3+ years of work experience, preferably in teaching or academic leadership
- Strong familiarity and expertise with College and Career-Ready standards, Common Core State Standards (CCSS)
- Demonstrated academic results
- Ability to communicate with ethnically diverse stakeholders
- Excellent computer skills, including Microsoft Word, Microsoft Powerpoint and Microsoft Excel
- Desire to continuously learn and increase effectiveness as a professional
- Founding spirit and the belief that you are responsible for all students and all parts of the school
- Unwavering commitment to DP's mission and willingness to go above and beyond to meet the needs of DP students, families, and staff
- Skilled at analyzing, interpreting, and using data to collaborate, identify best practices and areas for improvement, and drive results
- Strong strategic and analytical skills with an aptitude for shifting from fire-fighting to systems-building
- Team player with strong interpersonal and stakeholder management and relationship building skills
- Ability to lead, influence, and hold others accountable to upholding high standards of operational excellence

Salary and Benefits

Destine Prep offers a competitive salary, comprehensive health benefits, and retirement benefits. Aside from extensive professional development, all of our staff members are equipped with a laptop computer, email, high-speed internet access, and all necessary instructional supplies.

Start Date

May 2022



Schedule

- Year-round position with general day hours of 7:00am-5:00pm
- After-hours and weekend events will be required and communicated in advance
- Full time, Non-exempt, 12- months

If you are interested in applying, please email your resume and cover letter to rrogers@fellow.bes.org