

BTC Training Facilitator (Baton Rouge)

August 2019

About the Organization

The Black Teacher Collaborative believes in the genius and beauty of Black children and the unique role of Black Teachers in cultivating their gifts. The Black Teacher Collaborative (BTC) seeks to ensure that all Black children will have challenging, affirming, and innovative learning environments staffed by a critical mass of Black educators who are equipped to maximize their shared racial identity to push students' academic growth, sociopolitical consciousness, and socio-emotional well-being.

Black Teacher Collaborative seeks to transform the educational experience for Black students by creating an innovative, job-embedded professional learning experience for Black educators that serve as sacred learning spaces. BTC Staff will facilitate high-quality, practice-based, teaching & learning opportunities for Black educators that will allow them to tap into their full potential as exceptional Black teachers of Black students. BTC supports Black teachers by creating a learning experience that builds the mindsets, knowledge and skills needed to actualize their effectiveness and impact in racially congruent learning environments; with the ultimate goal of the advancement of Black children, our families, and our communities.

The BTC Experience

BTC's current programmatic scope focuses on improving teacher impact in shared racial identity learning environments (SRILE). BTC is developing an innovative pedagogy, professional development curriculum and teacher fellowship for Black teachers. BTC launched a pilot version of the fellowship with 35 fellows in six sites (Baton Rouge, Louisiana, New Orleans, Louisiana and Atlanta, Georgia) in the 2019-2020 school year.

Candidate Profile

We are seeking candidates who believe deeply in BTC's mission, who thrive in an entrepreneurial and dynamic virtual work environment, and who demonstrate the knowledge and skills required for the role along with a record of achievement. Successful candidates for the BTC Facilitator position will have a proven record of facilitation and training success, specifically working with Black teachers who serve Black students. In addition, BTC facilitators should demonstrate an ability to transform the Shared Racial Identity Learning Environment (SRILE) Pedagogy into highly interactive and participatory training sessions that allows BTC Fellows to model how to utilize the trainings and resources to develop SRILE Learning environments. BTC Facilitators will demonstrate high expectations for both Black students and Black teachers. They will also have strong organizational and communication skills.

Position Summary

The BTC Facilitator is an integral member of the Program and Innovation Team whose work will ensure that BTC Fellows are well equipped to increase their impact on Black children. . The goal of BTC's Fellowship Program is to ensure every BTC Fellow is supported and prepared to leverage BTC's pedagogical framework to provide Black children with learning environments in which they can thrive intellectually, physically, emotionally and spiritually. . Facilitators will work closely with a dynamic team to ensure all program participants and schools partners see BTC's work as a valuable part of their work educating Black children.

BTC's Training Approach, called Shared Racial Identity Learning Environment (SRILE) Pedagogy, focuses on eight prioritized elements that we believe are foundational to Fellow success in the program. However, these eight elements will be presented over the course of two years with Fellows, with each program year concentrating on 4 prioritized elements. Throughout the school year, BTC Facilitator will support Fellows during 6-7 monthly learning experiences where Fellows will receive additional training and resources in these four prioritized elements, receive coaching on them, and practice them with students. BTC Fellows must demonstrate proficiency in these competencies in order to successfully complete the training experience and successfully develop SRILE learning environments. Facilitators will work with Coaches to ensure that post training coaching sessions are aligned with the materials, resources and/or discussions from the trainings. Further, the Facilitator will also be a thought partner with members of the BTC Design team to ensure full understanding of the materials and/or resources identified to support each training session.

Key Responsibilities

BTC Facilitators are experienced and successful Black teachers and/or trainers, who will play significant role in developing Fellows' teaching skills by facilitating a group of 5 to 7 Fellows in 6-7 impactful sessions. Each training session should build upon the four critical areas and develop proficiency of the prioritized BTC elements throughout the year. The responsibilities of the Facilitator include, but are not limited to, the following:

1. **Actively develop Fellows toward proficiency of the four critical elements:**
 - Training and providing specific, actionable, on-the-spot feedback to individual Fellows at least once per month on the four critical areas throughout the year
 - Planning and executing in-person training experiences
 - Using LMS to provide additional training materials and/or resources that extend the learning from a training session
 - Facilitating and/or co-facilitating with BTC coaches learning experiences, which support Fellows' acquisition of prioritized knowledge and skills
 - Deeply internalizing the *BTC SRILE Pedagogy and aligned instructional techniques*
2. **Keeping accurate records of Fellow performance and attendance in BTC's program data systems**
3. **Establish a culture of learning, development, risk-taking, reflection and improvement that drives Fellows to ensure BTC's vision for Black teaching excellence is actualized in their classrooms**
 - Influencing and motivating a group of Fellows to reach ambitious goals with Black students
 - Promoting analytical self-reflection in Fellows in order to accelerate growth and student achievement
- **Contribute to the Program and Innovation team by:**
 - Implementing interventions and support structures to ensure all Fellows improve their teaching practice
 - Meeting with other program team members to plan meaningful training activities and norm on Fellow performance standards

Qualifications

Ideal candidates will also have:

- Minimum two years of successful training and/or facilitation
- Minimum two years teaching and/or training required, two years teaching and/or training in History and/or ELA preferred
- Demonstrated ability to use curriculum to facilitate comprehensive training that meet the needs of BTC Fellows
- Experience in modifying training to meet the needs and/or size of the intended training group
- Demonstrated ability to motivate and inspire Black students and adult learners
- Experience and comfort observing and providing direct feedback to teachers, both written and verbal, that leads to immediate improvement (as needed based on collaborations with BTC Training Designers and Coaches)
- Readiness to work non-standard hours over the course of the Summer Intensive (40+ hours per week)
- Exceptional skills in time management
- Demonstrated ability to balance multiple priorities in a fast-paced work environment
- A positive outlook, flexibility, and sense of possibility in stressful situations
- Demonstrated ability to connect with adult learners quickly and to build strong working and mentoring relationships
- Evidence of working successfully in teams or cooperative settings
- Strong analytical skills, including the ability to utilize quantitative and qualitative analysis to support decision-making
- Some experience in using LMS to provide additional training resources and/or tools

Compensation & Benefits

The role is a part-time position and the position will be compensated at an hourly rate for up to 20 hours a month.

To Apply

To complete and submit an application visit

<https://blackteachercollaborative.applytojob.com/apply/zK3Ut4t9MS/Black-Teacher-Collaborative-Training-FacilitatorBaton-Rouge>