

## BTC Instructional Coach (New Orleans)

August 2019

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### 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 Instructional Coach position will have a proven record of academic success working with Black teachers in SRILEs and demonstrate high expectations for both Black students and Black teachers. They will also have strong organizational and communication skills.

### Position Summary

The BTC Instructional Coach 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. Coaches work closely with a dynamic team to ensure all program participants and schools partners see BTC's work as a valuable part of their commitment to 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 Instructional Coaches (BIC) will support Fellows during monthly learning experiences where Fellows will rehearse these four prioritized elements, receive coaching on them, and practice them with students.

### Key Responsibilities

**BTC Instructional Coaches** are experienced and successful Black teachers who will play a significant role in developing Fellows' teaching skills by managing a group of 5 to 7 Fellows, per school, towards proficiency of the prioritized BTC elements throughout the year. The responsibilities of the Coach include, but are not limited to:

1. **Actively developing Fellows toward proficiency of the four critical elements:**

- Observing and providing specific, actionable, on-the-spot feedback to individual Fellows at least twice per month on their teaching performance in their classroom of record throughout the year
  - Planning and executing virtual and in-person coaching experiences
  - Collaborate with BTC Facilitators to co-facilitate learning experiences, which support Fellows' acquisition of prioritized knowledge and skills
  - Deeply internalizing *the BTC SRILE Pedagogy and aligned instructional techniques*
  - Evaluate and track Fellow performance by:
  - Accurately assess Fellow proficiency in the core skills in order to identify the highest priority development areas
  - Using data to identify trends in performance for individuals and group
  - Using LMS tools to provide additional resources and feedback
2. **Keeping accurate records of Fellow performance in BTCs program data systems**
  3. **Establishing a culture of learning, development, risk-taking, reflection and improvement that drives Fellows to ensure that BTC's vision for Black teaching excellence is actualized in their classrooms by:**
    - Influencing, coaching, 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
  4. **Contributing 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
    - Coordinating with Facilitators and Training Designers to inform training needs for Fellows based on ongoing one-on-one sessions

## Qualifications

Ideal candidates will have:

- Minimum five years of successful teaching experience required, teaching experience in History and/or ELA preferred
- 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
- 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
- Ability to use LMS to communicate additional resources, evaluation or tools to BTC Fellows

## Compensation & Benefits

The salary for this position is determined by the Black Teacher Collaborative coaches pay-scale with company provided insurance benefits. Initial placement on the scale will be commensurate with the successful candidate's qualifications and experience.

## To Apply

To complete and submit an application visit

<https://blackteachercollaborative.applytojob.com/apply/8OstGUn4Du/Black-Teacher-Collaborative-Instructional-CoachNew-Orleans>