



Disrupting the cycle of poverty in San Francisco by preparing students to graduate from college.

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## **JOB ANNOUNCEMENT**

### **Instructional Coach- OnePurpose School**

OnePurpose School (OP) is a TK-4<sup>th</sup> grade school in southeast San Francisco. OP is a free, open-enrollment, college-preparatory, public charter school. OP's model brings together four major educational advances in service of our students: project-based learning, STEM, personalization of curriculum and a keen focus on fostering student agency. We will add grades 5-12 in the future, growing one grade per year and providing a unified TK-12<sup>th</sup> grade program to our community.

#### ***Who We Are Looking For***

The Instructional Coach (IC) will be a key resource in fulfilling our mission of getting our students college-ready. As such, OP seeks an exceptional and innovative IC to coach and support our early elementary teachers.

#### ***Why Join Our Team***

The OP Instructional Coach has a unique and exciting opportunity to be part of an exceptional team dedicated to fully preparing its students to go to and graduate from college and, consequently, disrupt the cycle of poverty that affects a disproportionate number of Black and Latino students. Through his/her work with our teachers, the coach will have a deep and lasting positive impact for low-income children and families of color in San Francisco.

The IC will join an extraordinary team of mission-driven educators: our staff brings a keen focus on student achievement and a strong ability to collaborate; the Advisory Board is comprised of accomplished educators, parents and community members; and the CEO brings a wealth of organizational, financial, and operational experience having co-Founded the highly successful Envision Public School network.

OP strongly believes in developing our staff. OP partners with organizations such as Seneca Family of Agencies, Buck Institute for Education, and E.L. Achieve in order to provide the highest-quality professional development to our teachers. OP staff also has access to dozens of partner schools around the country through OP's partnership with Next Generation Learning Challenge.

### ***What Makes the Right Fit***

OP seeks an Instructional Coach who:

- Has a demonstrated commitment and track record of success teaching low-income Black and Latino students in urban areas in achieving high levels of academic and social-emotional success
- Passionately believes, and relentlessly acts upon the belief, that **EVERY** child can and must succeed in their classroom
- Has extensive and in-depth knowledge and experience with early elementary content, specifically early literacy
- Has a demonstrated track record of success in coaching and developing teachers
- Is willing and committed to providing critical and constructive feedback as part of the coaching process
- Uses data to constantly track teachers' efficacy, and to adjust and readjust their area of focus with teachers and teaching team
- Is able to support the creation of high-quality, rigorous and relevant project-based learning curriculum
- Can give and receive constructive feedback as well as engage in difficult conversations as part of a professional learning community, leading to stronger practice and higher student performance
- Keeps up-to-date with current educational research and best practices in teaching.
- Is able and eager to work in an environment where intense collaboration is the norm
- Has a robust work ethic, the ability to be flexible, and a willingness to maintain an 'all-hands-on-deck' approach when necessary.

### ***What the Work Entails***

#### **Responsibilities**

Teaching & Learning:

- Work with the Principal, Assistant Principal, and Lead Team to drive professional development framework and focus at school
- Work with assigned teachers to identify needed skills/techniques and relentlessly use observations and feedback to strengthen skills and teaching techniques
- Drive data-driven cycles of inquiry around literacy, math, and schoolwide projects
- Relentlessly monitor and track students' performance and growth
- Lead academic professional development during summer and throughout academic year
- Support grade-level teams in development of curriculum maps and scope & sequence
- Model classroom lessons and teaching practices for classroom teachers
- Facilitate and/or support PLCs, grade-level and other team meetings
- Ensure that teachers meet Individual Learning Plan goals
- Work with Principal and Assistant Principal to identify needed materials and resources (i.e. curricular materials, software programs, etc.)
- Work with the Principal to inform academic program at school, including the development of project-based curriculum, STEAM and blended learning curriculum
- Collaborate closely and frequently with teachers, AP and Principal to align instructional goals across grades

#### School Culture:

- Create and reinforce positive school culture and expected student behavior at all times anywhere on or outside school grounds
- Positively contribute to team meetings, including grade-level meetings and professional development meetings
- Conduct home visits in order to establish relationships with families
- Maintain respectful, productive communication and relationships with students, families and colleagues
- Attend family and school events as necessary
- Perform school duties and assignments (i.e. morning duty, pick-up, etc.) as assigned

#### Professionalism:

- Lead and actively participate in professional development meetings and activities
- Consistently implement OP's school-wide practices
- Positively represent OP at professional and education events at all times
- Serve as a role model for OP students
- Maintain consistent and punctual attendance
- Complete all assignments in a timely fashion

#### Credential Requirements:

- Bachelor's Degree; Master's preferred
- A valid, CA Multiple-subject credential

#### Professional Qualifications:

- Commitment to achieving success with traditionally underserved students and communities, specifically Black and Latino students
- Desire to help build an exciting, innovative new school that will serve as a model for other schools nationwide
- At least five years teaching and/or coaching experience required
- Deep understanding of curriculum development and methods of assessment
- Strong problem analysis and problem resolution skills
- Excellent presentation and training abilities
- Bilingual in Spanish highly desirable

To apply, please e-mail your cover letter and resume to [bethechange@onepurposeschool.org](mailto:bethechange@onepurposeschool.org). In your cover letter, please address why you believe you are a good match for OP and OP is a good match for you. Please include relevant student and/or coaching data in your resume.