



Instructional Coach PAVE Southeast Raleigh

Organization Description

PAVE Southeast Raleigh (PAVE SE), a public charter school in Raleigh, NC, prepares Kindergarten to 6th grade students to thrive in competitive high schools and four-year colleges. PAVE SE provides its students with a rigorous academic program and a community built on the organization's core values of Perseverance, Achievement, Vibrance, and Excellent Character. Founded in 2015, PAVE SE will continue to expand by one grade-level each year until a fully-grown Kindergarten – 8th grade school in 2022-23.

Opportunity Summary

PAVE Southeast Raleigh seeks Instructional Coaches for grades K - 6th for the 2020-21 School Year. Instructional Coaches will lead, coach, and support teachers to grow our students in ELA, Math, and other important subjects. In addition, all PAVE SE Instructional Coaches will name and hold staff accountable to high expectations in curriculum and assessment programs. Instructional Coaches will model the behaviors we want to see from adults and students and will report to the Assistant Academic Directors.

How You'll Contribute

- Work closely with the Assistant Academic Directors and other leaders to establish a positive and achievement-oriented culture that reflects both PAVE's mission and practices as exhibited in Teach Like a Champion (TLAC) and in our Instructional Excellence Rubric
- Collaborate with the Academic Leadership Team (ALT) to ensure constant growth and development of PAVE's teachers towards its strategic goals and mission
- Work closely with Grade Team Leads to ensure grade-level goals, challenges, and concerns are being addressed appropriately and intervene when they are not
- Provide timely, relevant, and regular feedback on instructional practices and strategies to ensure continuous improvement and ongoing development of the instructional staff through observation and feedback, real-time coaching, and coaching meetings
- Model instruction and co-teach to support and push classroom teachers as needed
- Drive the implementation of a rigorous, college preparatory curriculum
- Continuously review assessments, unit plans, and lesson plans
- Work with the ALT to design and lead professional development for the areas of highest impact
- Continuously organize, analyze, and review student achievement data to monitor student and class progress towards proficiency goals, RTI plans, and targets; use this data to address inconsistencies/trouble-spots as needed
- Create a culture of sharing effective practices amongst instructional staff by facilitating cross-class observations, co-planning sessions, and ad-hoc data meetings as necessary
- Partner with the leads of Exceptional Children, English Language Learners, Social Work and School Culture to ensure holistic learning opportunities and supports for all students
- Float and cover classes (in teacher absences), to support continuous and high-quality instruction
- Any other responsibilities determined by the Assistant Academic Director

What You'll Bring to the Team

- A strong commitment to PAVE's mission and vision
- An uncompromising belief that all students can learn
- A relentless work ethic and a high degree of patience to push through difficult challenges
- Social intelligence/empathy that will drive connection and relationship with families and staff
- A willingness to be held accountable for quantifiable student achievement and academic gains
- The ability and commitment to use data and regular assessment to inform instructional decisions
- Demonstrated ability to work collaboratively with a team of teachers
- Outstanding public speaking and writing skills
- Technological proficiency and adaptability
- Excellent organizational skills
- The desire and humility to grow as an educator
- At least two years of experience with a track-record of high achievement in the classroom
- Bachelor's Degree (required)
- North Carolina Teaching Certification or Equivalent
- Bilingual English/Spanish ability (preferred)

Our Core Values

Perseverance

We believe that reflection and refinement is key towards continuously growing and improving. We give and receive direct feedback and hold each other accountable. We are solutions minded, positive and allow ourselves to be vulnerable as we persevere to get better. We look to ourselves and our own development to lead and model success for our students.

Achievement

We set ambitious goals and work relentlessly to attain them. We understand the key to student academic growth is great teaching; we obsess over the art and science of teaching timeless content well. We use data to drive all our decisions and to measure our success.

Vibrance

We share gratitude with our colleagues, students and families. We recognize that complaining saps our collective strength and remain optimistic in the face of challenges. We focus on the joy of our practice and recognize the accomplishments of others. We believe that good humor and generosity of spirit are key to a positive culture.

Excellent Character

We always assume the best and take concerns to the source. We maintain emotional constancy and warm language in all situations. We treat all in our community with honesty, kindness, and respect. We sweat the small stuff in respect of our community, our space, and each other.

Non-Discrimination Statement

PAVE Schools, Inc. does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients.