



INSTRUCTIONAL SUPPORT COACH

Sims-Fayola Foundation is a 501(c)3 organization whose mission is to improve the life outcomes of young men and boys of color and increase the capacity of those who work with them to provide their services through an equity- and gender-specific lens.

Job Purpose

To provide job-embedded professional learning to our Empowerment Coaches to enhance classroom instructional practices and raise the level of student social-emotional skills growth, positive racial identity, and mental/behavioral wellness.

Curriculum, Instruction, and Assessment: Partner with Empowerment Coaches to:

1. Utilize foundation developed and approved curricula, assessments, programs, practices, and materials aligned with the CASEL framework.
2. Apply research-based best practices and instructional strategies to support student learning and growth.
3. Review, implement, and monitor the course curriculum map, including the scope and sequence.
4. Work with Empowerment Coaches to create an environment that promotes instruction and learning.

Instructional Coaching: The Instructional Support Coach assists Empowerment Coaches to grow professionally in a non-evaluative relationship to learn together to improve instruction and student learning and growth.

1. Provide coaching assistance through co-teaching, modeling, and observations.
2. Observe instruction regularly by creating and following an observation schedule.
3. Provide specific feedback in a timely manner that addresses the needs of the individual Coach.
4. Partner with the CEO with the planning and delivery of appropriate outside professional development related to the Foundation's organizational goals.

Professional Responsibilities: The Instructional Support Coach exhibits a commitment to education as a profession and the Foundation’s vision, mission, goals, and values.

1. Demonstrate ethical behavior.
2. Adheres to and follows Foundation policies.
3. Participate in professional growth opportunities designated by the CEO.
4. Demonstrate effective interpersonal relationships with students, peers, foundation staff, parents, and community members.

Data Analysis:

1. Gather and provide the Program Manager and CEO with data relevant to pre-and-post surveys.
2. Assist Program Manager with analysis and interpretation of data to design effective instruction, monitor student growth, and utilize interventions.
3. Schedule and facilitate monitoring notes review meetings by creating necessary documentation such as agendas, minutes, tracking sheets, etc.
4. Facilitate data feedback and reflection meetings with Empowerment Coach by focusing on mastery of CASEL standards and instructional practices.

Qualifications

- Certified in any specific teaching area
- Minimum 3 years of experience teaching, with a record of successfully impacting student achievement and working successfully with students who have the greatest needs.
- Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners.
- Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback.
- Proven ability in using student-level data to guide instructional decisions.
- Demonstrated Teacher Leadership.
- Strong pedagogical knowledge and Social-Emotional Learning expertise.
- Demonstrated expertise in oral and written communication.
- Strong interpersonal skills.
- Models continual improvement, demonstrates lifelong learning, and applies new learning to help Empowerment Coaches and students achieve.
- Demonstrates evidence of professional growth, including leadership and participation in a wide range of significant professional development activities.

Intended Outcomes and Success Measures:

- Improve student and Empowerment Coaches performance in targeted areas as identified.
- Increase in Professional Learning opportunities and participation of Empowerment Coaches.
- Progressive changes in teaching practices of Empowerment Coaches.

REQUIREMENTS

- Willing spirit
- Openness to cultural differences
- Good listening skills
- Patience
- Sense of humor
- Committed, loyal to organization and youth
- Reliable Transportation
- Able to pass a background check
- Self-starter, entrepreneurial mindset, proactive
- Natural problem solver
- Takes ownership and accountability

Preferred Experiences

- Facilitating groups for elementary, middle, and high school-age youth
- Implementing an established curriculum
- Working with young men
- Working within a Positive Youth Development Model
- Empowering youth from a variety of backgrounds
- Providing mentorship to youth

Benefits of Instructional Coach

- Training in communication skills, the role of a mentor, diversity training and youth development.
- Increased skills in working with youth
- Insight into the life of a youth and youth culture
- The privilege of interacting with a young man open to being guided by a caring adult

Compensation

Our goal is to make all aspects of working with us transparent. That includes our offer process. When we have identified talent that is a good fit for SFF, we work hard to present an equitable and fair offer. We look at your knowledge, skills, and experience along with your compensation expectations and align that with our company equity processes to determine our offer ranges.

- \$55,000-\$60,000 based on experience and qualifications, including group health insurance

Commitment to Equity

We are committed to creating and cultivating a safe environment where all individuals feel respected and valued equally. We - SFF staff and board - are committed to a nondiscriminatory and anti-racist approach and are committed to dismantling any inequities within our policies, systems, programs, and services.

We recognize, affirm, and celebrate the diverse backgrounds, lives, and experiences of all our stakeholders, including youth, families, donors, volunteers, and staff. We ensure the opportunity for all voices and perspectives to be heard and honored. In the workplace, we foster an environment where all people can be their best selves. We affirm that every person [regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, gender expression, ideology, income, national origin, race or sexual orientation, marital or veteran status] has the opportunity to reach their full potential. We strive to realize the full potential that is within all of us by ensuring that all voices and perspectives are heard and honored.

For more information about the Sims-Fayola Foundation, visit our website at www.sffoundation.org.

Equal Opportunity Employer: Minority-BIPOC/Female/Veteran/Disability (Individuals with a disability who need an accommodation to apply please contact our HR Coordinator at joy@sffoundation.org.)

If you are interested in applying for this role, please email HR at joy@sffoundation.org