

Instructional Coach

The Teacher Accelerator Program (TAP) is currently in search of a highly qualified team of part-time Instructional Coaches to play a pivotal role in the development of TAP teacher candidates. Our aim is to equip these candidates with the requisite knowledge, skills, and mindsets necessary to cultivate Strong Starters—novice educators with the fundamentals needed to begin classroom teaching and sustain it as they grow.

The ideal Instructional Coach is expected to exhibit expertise in their subject area and a proven track record of facilitating professional development for novice educators. This role involves observing classroom instruction and providing ongoing, constructive feedback to a group of TAP candidates. Instructional Coaches also lead weekly professional development sessions.

Additionally, ideal Instructional Coaches are those who are committed to their own professional development. This role includes a rigorous spring training program designed to develop coaches' skills, knowledge, and mindsets. We believe in developing our staff as much as our candidates.

If you're an ambitious leader committed to making a difference in education and seeking professional development, join our team.

This is a content-specific role. Candidates must have expertise in one of the following content areas:

- Elementary
- Secondary Mathematics
- Secondary Science
- Secondary Social Science
- Secondary English
- Electives and/or Foreign Languages
- Language Arts

Requirements

- Required: Bachelor's degree
- Required: Up-to-date state of Florida certification within your content area/grade level
- Required: At least four years of teaching experience with quantifiable student success
- Required: Experience in working with adults
- Required: South Florida resident
- Strongly preferred: Demonstrated experience in professional development settings, working with new teachers, including session facilitation and instructional coaching
- Strongly preferred for ELA coach: Reading endorsed

Who We Are

Nationwide, over 37,500 teacher vacancies leave hundreds of thousands of students without the educational opportunities they deserve. The Teacher Accelerator Program is a Miami-based non-profit organization focused on eliminating the teacher shortage. Our mission is to mobilize, train, and mentor new cohorts of educators to ensure every student has a qualified teacher. With TAP, graduates from non-education majors can follow a clear path to become certified teachers.

Discover more at teacheraccelerator.org

Reporting/Accountability

- This role reports directly to the Elementary and Secondary Instructional Coordinator, respectively

Responsibilities

- Customize and lead daily professional development sessions in the areas of classroom instruction, classroom culture, and reflective practice
- Guide novice teachers through their summer experience and co-create individualized learning and growth goals
- Facilitate weekly coaching cycles
- Observe and coach novice educators towards learning goals
- Internalize TAP's vision for participant development and program aims
- Build and maintain a strong cohort culture that creates and nurtures an effective, positive group learning experience
- Use data to track results and help us consistently improve through ongoing learning

Required Skills

- Strong adult facilitation skills
- Track record of building strong group culture & relationships as a facilitator
- Demonstrated ability to work well with others, including adults in a coaching situation
- Exemplary leadership demonstrated by operating with a resolute commitment to a growth mindset for themselves and all those they work with
- Demonstrated ability to work in purposeful and strategic ways toward individual and collective vision and taking personal responsibility for results and all collective outcomes
- Strong knowledge and understanding of pedagogical theory, practice in your content area, culturally relevant pedagogy
- Strong ability and desire to support novices in their development
- Ability to balance flexibility with attention to detail, given the pace and variability of TAP Summer training
- Ability to set and maintain high expectations of participation and execution for adult learners
- Effective verbal communication skills and exemplary ability to listen and ask questions in order to understand the perspectives of others and take action to show their respect for the different perspectives that we all bring to this work

Time Commitment

Aside from the specified dates, there will be asynchronous tasks and virtual meetings scheduled at your manager's discretion.

| Event | Date | Time | Location |
|---|---|--------------------|---|
| Team Conference | Saturday, February 10 | 10:00 am - 3:00 pm | Converge Miami |
| Staff Happy Hour | Thursday, February 29 | 5:00 pm - 7:00 pm | TBD |
| Team Conference (Ops join) Operations Team Retreat | Saturday, March 16 | 10:00 am - 3:00 pm | Converge Miami |
| Staff Happy Hour | Thursday, April 4 | 5:00 pm - 7:00 pm | Gramps |
| Team Conference | Saturday, April 13 | 10:00 am - 3:00 pm | In-person; TBD |
| Team Conference | Saturday, May 4 | 10:00 am - 3:00 pm | Converge Miami |
| Staff Outing | Thursday, May 16 | 5:00 pm - 7:00 pm | TBD |
| Summer Kick-Off Walk Through | Thursday, May 30 | 4:00 - 7:00 pm | Converge Miami (Dinner provided) |
| TAP Summer Kick-Off | Monday, June 10 | 10:00 am - 3:00 pm | TBD |
| TAP Summer | 6-weeks in June and July (Dates TBD) | 7:30 am - 3:30 pm | Designated school site & Friday off-campus site |
| Leadership Team Reflection | End of July | TBD | TBD |

Hiring Timeline

First priority deadline: Friday, December 22, 2023

Second priority deadline: Friday, January 26, 2024

Rolling admissions throughout spring

Compensation

This is an hourly position with a rate of \$16/hour for training hours and \$33/hour for work hours.

The overall expected compensation is \$9,800 over the spring and summer.

Apply

Interested in this position? Apply now by completing [this application](#).

Have Questions?

Reach out to Jasmine Caln-Micek, Senior Director of Programming

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