

## 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 Social Science
- ESE
- Secondary Mathematics
- Secondary English Language Arts
- Secondary Science
- ESOL

### Requirements

- Required: Bachelor's degree
- Required: At least four years of teaching experience with quantifiable student success
- Required: South Florida resident
- Strongly preferred: Up-to-date state of Florida certification within your content area
- Strongly preferred: Experience in working with adults
- 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

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### Who We Are

Nationwide, 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](http://teacheraccelerator.org)**

### **Reporting/Accountability**

- This role reports directly to the Summer Coordinator.

### **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

### In-Person Time Commitment

| Event                      | Date                                      | Location                                     |
|----------------------------|---|--|
| Team Conference            | <i>Saturday</i> · March 8, 2025           | Converge Miami<br>1951 NW 7th Ave, Miami, FL |
| Team Conference            | <i>Saturday</i> · April 5, 2025           | 1951 NW 7th Ave, Miami, FL                   |
| Staff Social               | <i>Thursday</i> · April 17, 2025          | TBD  |
| Team Conference            | <i>Saturday</i> · May 3, 2025             | 1951 NW 7th Ave, Miami, FL                   |
| Team Conference            | <i>Saturday</i> · May 17, 2025            | 1951 NW 7th Ave, Miami, FL                   |
| Team Conference            | <i>Saturday</i> · June 7, 2025            | 1951 NW 7th Ave, Miami, FL                   |
| Summer Kick-Off            | <i>Monday</i> · June 9, 2025              | TBD  |
| TAP Summer                 | <b>TBD<br/>Ends no later than July 31</b> | Designated School Sites                      |
| Leadership Team Reflection | <b>Last day of TAP Summer</b>             | 1951 NW 7th Ave, Miami, FL                   |

### Virtual/Asynchronous Time Commitment

Aside from the specified dates, there will be asynchronous tasks and virtual meetings scheduled at your manager's discretion. You can expect weekly virtual meetings per month after school hours and 3-4 hours of weekly work to complete on your own time in the spring.

### Hiring Timeline

First priority deadline: Sunday, January 26, 2025

Second priority deadline: Sunday, February 9, 2025

Rolling admissions throughout spring

### Compensation

This is an hourly position with a rate of \$16/hour for spring training hours and \$33/hour for summer work hours. Staff can expect approximately 120 hours during the spring season. During the summer, staff will work 8 hours per day.

### Apply

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

### Questions?

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

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