Hawthorn Leadership School for Girls
Instructional Coach

OVERVIEW

Hawthorn is an all girls' college preparatory public charter school with a focus on STEM. Currently serving 190 students in 6th - 9th grades, Hawthorn will add a new grade each year until the school is fully enrolled in 2020 with 400 students in grades 6 - 12. Hawthorn is an affiliate of the Young Women's Leadership Network, a national leader in girls education. Washington University serves as Hawthorn's charter school sponsor. The school is located at 1901 North Kingshighway Boulevard in North St. Louis, Missouri.

Hawthorn Leadership School for Girls seeks an outstanding candidate to serve as the Instructional Coach.

POSITION

The Instructional Coach is a critical lever in improving student achievement. The role of the coach is to build teacher capacity around community building, classroom management, and targeted data-driven Instruction designed to improve student achievement. The Instructional Coach will work to ensure high-quality, culturally and linguistically responsive teaching in classrooms through modeling, co-planning, co-teaching and providing feedback to teachers. This person will promote reflection, provide guidance and structure where needed, and focus on strengths, collaboration and common issues of concern. The Instructional Coach will focus on implementing consistent, building-wide instructional practices. He or she must be committed to educational equity and to the importance of respecting and reflecting students' lived experiences.

The Instructional Coach reports to the Director of Curriculum and Assessment. This is a full-time 12-month position.

KEY RESPONSIBILITIES

- Build strong relationships with Faculty;
- Assist teachers with building strong classroom community, establishing effective and consistent classroom routines, planning and pacing of lessons, implementing culturally and linguistically responsive instructional practices, developing differentiated lessons, and selecting best practices to meet the needs of their students;
- Model lessons in classrooms on a daily/weekly basis;
- Observe classrooms on a regular basis, providing real-time feedback to teachers that is targeted toward improving student outcomes;

- Meet regularly with teachers one-on-one to establish goals and track growth toward those goals;
- Prepare a weekly coaching log;
- Collaborate with Director of Curriculum and Assessment on analyzing student data and implementing instructional practices in response to such data;
- Assist teachers with resources, materials, tools, information, etc. to support classroom instruction and planning, including providing information and access to new resources;
- Collaborate with the Director of Curriculum and Assessment and the Principal to provide Professional Development to the Faculty around classroom culture, classroom management, culturally and linguistically responsive pedagogy, and instructional practices aimed at improving student achievement;
- Assist the Director of Curriculum and Assessment and the Principal in providing inputs related to evaluating Faculty;
- Serve as substitute teacher if schedule allows;
- Attend Professional Development related to instructional practices;
- Other duties as assigned by the Director of Curriculum and Assessment.

KEY QUALIFICATIONS

- Unwavering commitment to the belief that all students can succeed;
- Minimum three years experience as a middle or high school teacher, preferably in an urban school setting;
- Minimum two years experience as an instructional coach;
- Training and experience in implementing meaningful and effective culturally responsive pedagogy;
- Proven record of successfully impacting student achievement through high quality instruction;
- Experience analyzing student data and proven ability in using student data to guide instructional decisions;
- Demonstrated knowledge of researched-based instructional strategies that engage all students;
- Excellent written and oral communication skills;
- Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback;
- Experience and facility with innovative educational technology, including Google Apps for Education;
- Ability to design and adhere to workable schedule of classroom observations and feedback loops;
- Ability to model continual improvement as lifelong learner and to apply new learning to help all students achieve.

BENEFITS

Benefits:

- Competitive salary: between $50,000 and $58,000 based on experience

- Health, sick and retirement benefits
- Full-time, 12-month position

To Apply: Submit cover letter, resume, contact information for two references and a writing sample that answers the following questions, limiting your answers to one page per question.
1) What attracts you to this position?
2) What does it mean to you to educate an urban adolescent girl?
3) How does implementing a consistent system of instructional practices support your vision of a quality middle and high school education?

Send the completed information via email to lcampbell@hawthornschool.org. Deadline to apply is April 15, 2018.

Statement of Non-Discrimination: Hawthorn is committed to a policy of equal treatment for all individuals applying for employment at our school. Hawthorn does not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin.