



# KANSAS CITY **TEACHER RESIDENCY**

## Position Description

**TITLE:** Continuum Coach

**REPORTS TO:** Continuum Experience Manager

**DATE:** April 2019

### **BACKGROUND:**

The Kansas City Teacher Residency (KCTR) is committed to increasing the number of classrooms that have highly effective and quality teachers that are present in urban schools across the Kansas City, Missouri metropolitan area. KCTR works towards this vision for our city by recruiting, preparing, developing, placing, and retaining mission-oriented individuals to teach in these classrooms. Founded in 2015, KCTR has been able to transform the local teacher preparation landscape. In collaboration with the National Center for Teacher Residencies, KCTR has developed a true urban teacher residency program that is modeled after other teacher residency models from across the country. Our 4-year urban teacher preparation program begins with a rigorous Residency Year followed by a 3-year Resident Graduate program that takes pre-service teachers from novice to mastery in the teaching craft through our program. In addition, KCTR believes that it is important to be a program that is designed to reflect the diversity of the Kansas City community through the representation of people of color and males that complete our teacher preparation program. By 2020, KCTR has a goal to graduate and at least 160 new teachers from the Residency Year into full time teaching positions in schools across the metro, with at least 50% of the graduates being a person of color and 30% identifying as male.

### **POSITION VISION:**

The KCTR Continuum Coach is critical in working toward the vision and mission of KCTR as an organization. The Continuum Coach serves as primary support for Residents and Mentor Teachers. In addition, the Continuum Coach provides differentiated coaching support to Graduates - those who completed the Residency and are now within their first three years as teachers of record. In order to continue the mission of accelerating student achievement in local district and charter schools, the Continuum Coach is expected to stretch teachers to reach their full potential, regardless of challenges of local education context. The Continuum Coach also supports the development of Residents, Mentor Teachers, and Graduates as an integral part of planning and implementation of professional learning opportunities.



## **RESPONSIBILITIES:**

### *Program Participant Growth and Effectiveness*

- Coach, influence, and motivate a group of program participants to reach ambitious goals with students as well as continuous improvement toward mastery of the KCTR's Core Instructional Practices.
- Observe and provide regular, specific, actionable, high-leverage feedback based on KCTR's Core Practices to program participants on their teaching and coursework performance.
- Drive Residents and Graduates toward increased proficiency on the KCTR Instructional Rubric.
- Collaborate regularly with site Mentor Teachers and/or instructional leaders to align performance goals and plan meaningful gradual release of responsibility activities.
- Develop and implement differentiated coaching plans to address the varying needs of Graduates.
- Use performance data as an opportunity for additional practice and immediate feedback.
- Participate in co-observations with other members of the KCTR team and site leaders.

### *Instructor for Resident, Graduate, and Mentor Teacher Programming*

- Support Director of Curriculum and Program as needed by internalizing, planning, and/or facilitating portions of teacher certification development sessions, Graduate PLO sessions, and mentor teacher PLC sessions. Topics could include but aren't limited to:
  - Content Knowledge (ECE, Elementary, MS ELA, MS Math, MS Science)
  - Instruction and Design (lesson planning, unit planning)
  - Professionalism
  - Student Engagement (*TLAC* strategies, cooperative learning)
  - Diversity, Equity, and Culturally Responsive Teaching
- Support Continuum Experience Managers as needed by internalizing, planning, and/or facilitating portions of Graduate PLO sessions and Mentor Teacher PLC sessions.
- Model strong professionalism, planning, and instruction for novice teachers at all times.
- Collaborate regularly with Continuum Experience Manager and the Director of Curriculum and Program to ensure alignment between clinical, site, program improvement initiatives, and certification coursework.

### *Programming and Certification Support*

- Maintain accurate program participant portfolios which include progress towards certification and overall performance on Residency program components (KCTR Coursework, KCTR Programming, MoCA Completion, and Certification Tasks).
- Grading and providing feedback on certification coursework as needed.
- Serve as a liaison at host school sites and participate in training site alignment meetings with building leadership.
- Analyze and respond to participant feedback as appropriate.
- Other duties as assigned



## QUALIFICATIONS FOR THE IDEAL CANDIDATE:

### Service Oriented Team Player

- Believes in the core values of Kansas City Teacher Residency, and be driven by the mission
- *Demonstrated ability to motivate, inspire, and interact* with diverse populations and awareness of and comfort with issues of diversity, specifically around race, class, and gender
- Ability to collaborate with multiple partners and navigate varying interest
- Understands the importance and skill required to manage and build relationships with adults.
- *Readiness to work non-standard hours over the course of the five-week pre-service training and occasional weekends*
- *Exceptional skills in time management, including the ability to balance multiple priorities, independently and cooperatively, in a fast-paced work environment*
- Excellent oral, written and interpersonal communication skills with all members of the KCTR team at all levels within the organization

### Service Oriented Character

- Demonstrates a level of self-awareness, flexibility and a positive outlook in stressful situations and will take ownership to improve as necessary.
- *Comfort providing direct, in-the-moment feedback to teams and participants*
- Should be tactful and diplomatic with good listening skills and an approachable personality
- Is trustworthy and can work independently with minimal supervision
- Track record of success in academic and professional settings

### Service Oriented Learner

- Bachelor's degree required; Master's degree is preferred
- Minimum of 3 or more years of teaching experience required; previous coaching experience (highly preferred)
- Experience in urban public schools, with a deep understanding of the opportunities and challenges within that dynamic environment, is preferred
- Adequate understanding of nonprofit startup, team dynamics, education reform, and innovative teacher preparation programs
- Ability to analyze and evaluate data to drive decision making and goal setting
- Strong analytical skills with an ability to assimilate to new information and processes quickly with solid judgment and decision-making abilities
- Strong familiarity and experience with the Missouri State Standards and/or Common Core State Standards (highly preferred)
- Solid working knowledge of visualization and or data management software Intermediate or advanced knowledge of Google Apps is a plus
- Invest in your own personal development and skill set

### TRAVEL:

- This role requires reliable transportation and willingness to travel to and from partner sites. Occasional overnight travel is required for training purposes.



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### **COMPENSATION:**

- The Kansas City Teacher Residency offers a competitive compensation package aligned to the anticipated duties and responsibilities, including benefits.

### **TO APPLY:**

- Interested applicants can apply for this position by submitting a cover letter and resume. Submit your materials on the Kansas City Teacher Residency webpage at [www.kcteach.org](http://www.kcteach.org), or by emailing directly to [resume@kcteach.org](mailto:resume@kcteach.org).

*All of the statements in this position description are intended to describe the general nature of the work being performed and are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required. This document describes the position currently available. KCTR reserves the right to modify job duties or job descriptions at any time, including after the position is filled.*