



Effectiveness Coach – Tulsa Teacher Corps Tulsa, Oklahoma

Seeking exceptional educators to end educational inequality!

TNTP seeks a full-time Effectiveness Coach for Tulsa Teacher Corps. This position is based in Tulsa, Oklahoma and is available immediately.

Who We Are

TNTP is a national nonprofit founded by teachers that believes our nation's public schools can offer all children an excellent education. Today we're a diverse team from a wide range of fields, united by a fierce commitment to helping school systems end educational inequality and achieve their goals for students. We work at every level of the public education system to attract and train talented teachers and school leaders, ensure rigorous and engaging classrooms, and create environments that prioritize great teaching and accelerate student learning.

Tulsa Teacher Corps is a district-led alternative route to a career in teaching for talented professionals committed to improving the odds for kids in Tulsa, Oklahoma.

Tulsa Teacher Corps prepares Corps Members to achieve immediate, measurable success with their students in the fall. Our training approach, called Fast Start, focuses on foundational skills that we believe Corps Members must have to ensure a strong start to the school year as a new teacher. During their pre-service training, Corps Members rehearse the foundational skills, receive coaching, and practice them with students. Corps Members must demonstrate proficiency in these skills in order to successfully complete pre-service training and become a teacher of record in the fall.

What You'll Do

As an **Effectiveness Coach**, you will develop a group of teachers into their most effective selves. Specifically, you will:

- Develop teachers through direct coaching and training, ensuring that teachers rapidly improve their performance
- Conduct cycles of coaching which include planning for effective instruction, cycles of observation and feedback, and analyzing student learning
- Identify innovative solutions for improving the overall performance of your caseload of teachers to meet contract goals
- Design TPS Learning Expectations aligned, content specific sessions for teacher professional development
- Play a supporting role in TNTP's teacher development initiatives, proposing and crafting long-term, standards aligned teacher development strategies and services
- Support the management and training of pre-service training staff by assigning Corps Member to coaching groups and co-facilitating staff trainings
- Identify and act on trends in Corps Member performance by using data to identify trends in teacher performance and potential interventions/strategies for improving individual, group and cohort-wide performance
- Support the planning and smooth execution of the classroom experience component of PST in coordination with district staff
- Establish and reinforce a culture of achievement that drives Corps Member to ensure that all students achieve at high levels through all interactions with Corps Member and PST team members
- Manage a team of about four Teacher Development Coaches and one Instructor, including:
 - Ensuring each staff member is fulfilling the responsibilities of their role and is motivating Corps Member to reach ambitious goals with students
 - Meeting with staff to plan or practice sessions or coaching, and norm on Corps Member performance standards
 - Ensuring that staff members keep accurate and timely records of Corps Member performance
 - Coordinating formal evaluations of PST Staff and Corps Member performance

What You Bring

We are looking for amazing people who have diverse backgrounds and experiences, are inspired by our mission and are highly motivated to change children's lives through education. You'll be right at home here if you learn from failure and overcome adversity, cultivate strong relationships, and push yourself, your work and the people around you to the next level.

We expect our Effectiveness Coaches to:

- **Have classroom experience.** You have at least two years of teaching experience (preferably in a high-need school) and a proven track record of raising student achievement. You have strong familiarity and expertise with the Tulsa Public Schools Learning Expectations (highly preferred).
- **Know great teaching when they see it.** Whether you are watching a teacher deliver a lesson or looking at student performance data, you can identify where that teacher is effective and what s/he needs to do to improve immediately and in the long-term.
- **Develop teachers.** You track and analyze teacher data, but it's what you do with it that really has an impact. Based on your data analysis and what you see in the classroom, you identify new approaches to improve teacher performance under a quick timeline.
- **Have stage presence.** We're counting on your strong facilitation skills and ability to expertly lead teacher professional development.
- **Be comfortable with the unknown.** Ambiguity doesn't scare you; just the opposite, you thrive on it. You are flexible and comfortable adapting your work to maximize your impact on students, the teachers you coach and your team.

Qualifications:

- Experience and expertise in teaching elementary or special education (highly preferred)
- Familiarity with Eureka and CKLA and Tulsa Public Schools Learning Expectations (preferred)
- Previous experience designing and facilitating professional development for teachers (highly preferred)
- Familiarity with Tulsa and the history of education in Tulsa (highly preferred)
- Experience with *Teach Like a Champion* techniques (highly preferred)
- Experience with *No-Nonsense Nurturing* techniques (highly preferred)
- Experience with culturally responsive teaching (highly preferred)
- Experience directly managing adults (highly preferred)
- Demonstrated ability to motivate and inspire students and adults
- Experience and comfort observing and providing direct feedback to teachers and colleagues, both written and verbal, that leads to immediate improvement
- Strong creative instincts to develop new approaches, programs or initiatives with limited guidance and historical precedent
- Proven ability to overcome barriers and provide seamless service to program stakeholders
- Ability to track and analyze data on teacher and student performance to uncover trends and act strategically and effectively to improve results
- A commitment to constant learning and improvement, in both your own work and the work of others. You thrive on feedback and implement it quickly to continually improve your practice
- Demonstrated ability to connect with adult learners quickly and to build strong working and mentoring relationships
- Exceptional skills in time management, including the ability to balance multiple priorities in a fast-paced work environment
- Strong analytical skills, including the ability to utilize quantitative and qualitative analysis to support decision-making
- Readiness to work non-standard hours over the course of the pre-service training
- A positive outlook, flexibility, and sense of possibility in stressful situations
- Evidence of working successfully in teams or cooperative settings

What We Offer

TNTP offers a competitive salary commensurate with experience in a similar position with the potential for an annual performance based bonus. We offer a comprehensive benefits plan, covering the majority of the employee premium for the base medical plan and subsidizing the majority of costs for a spouse/domestic partner and children. Other benefits include dental and vision plans, disability, life insurance, parenting benefits, flexible spending account options, generous vacation time, commuter benefits, referral bonuses, professional development, and a 403(b) plan with employer matching. We also offer an inclusive environment where staff are encouraged to bring their whole selves to work every day. TNTP may offer a relocation stipend to defray the cost of moving for this role, if applicable.

To Apply

Please submit your resume and tailored cover letter online.

[CLICK HERE TO APPLY FOR THIS POSITION](#)



It's in your best interest to apply as soon as possible. We recommend including a cover letter in your application addressing why you are interested in TNTP and how your experience has prepared you for this position.

TNTP is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. TNTP does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, gender, national origin, age, disability, veteran status, marital status, sexual orientation, gender identity, gender expression, or any other personal characteristic protected by applicable law.

Learn More

TNTP: www.tntp.org

Tulsa Teacher Corps: <http://www.tulsaschools.org/tulsateachercorps>

Life at TNTP: <http://tntp.org/about-tntp/our-people>

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