



2019-2020 TrueSchool State Lead North Carolina (*part-time*)

July 2019-January 2021

Join TrueSchool as we work with educators to unleash their potential, challenge the status quo, and improve their school systems from the bottom up! We are a fast-paced, dynamic, social impact organization on the cutting edge of the field of school design and education innovation.

We are searching for outstanding **State Leads**--Leaders who act as phenomenal Coaches while inspiring, managing, and developing a team of Coaches-- who want to develop as professionals while strengthening the educational landscape through innovation. Join us in this exciting work!

Your role will contribute to TrueSchool’s mission of school-to-systems change. We are currently headquartered in New Orleans and serving schools across two states and will be expanding to five states in 2020.

ABOUT THE ROLE

The TrueSchool State Lead role is a key component of TrueSchool’s new strategy for national scale. State Leads will develop and manage a powerhouse network of TrueSchool Coaches--educators and leaders who are working on the ground to lead innovation within schools and grow the capacity of a network of transformational school teams. This part-time **leadership + management** position is intentionally designed for amazing **full-time educators, school leaders, and district leaders** to participate.

RESPONSIBILITIES INCLUDE both STATE LEADERSHIP and COACHING of school teams

STATE LEADERSHIP

Lead State Cohort of TrueSchool Fellows

- Manage communications with 100+ TrueSchool educators
- Build relationships with state and district leaders and community members
- Ensure excellence of the educator experience at in-person Studios and through Between-Studio support
- Monitor School Design Team progress over time
- Gather feedback from School Teams regularly; use this feedback to improve program delivery
- Develop an understanding of state K-12 educational context: priorities, challenges, and opportunities.

Development and Management of State Coaching Team

- Co-facilitate TrueSchool “Coach Studios”--in-person learning experiences for TrueSchool Coaches focused on building skill the facilitation of adult learning, the TrueSchool Program and Curriculum
- Lead Practice sessions for TrueSchool Coaches, providing actionable feedback and clear follow-up to develop Coaches as facilitators
- Communicate clear expectations and logistics to Coaching Team
- Monitor and evaluate Coach performance over time, including progress towards personalized development goals for Coaches and team.
- Act as a consistent, positive resource and model to developing Coaches.

COACHING of school teams

Collaborative Facilitation of Full-Day, In-Person Design Studios

- Facilitate Design Studios for knowledge, skill, and mindset development
- Studios are in-person and bring together the regional cohort of school teams

- These are fun and fast-paced professional learning experiences focused on activating educators' capacity. While our process is the same for every school, each is focused on their own unique challenges and opportunities throughout the process, resulting in a personalized professional learning experience and school-based innovations that reflect the school's specific needs, challenges, and opportunities.

Supporting School Design Team between Studios

- One-on-one learning-focused meetings and check-ins with each School Design Team.
- Thought-partnership as teams problem-solve, solution-build, and engage in rapid cycle design to learn and improve fast
- Personalized support for teams as they apply the new skills gained in the Studios and take action.
- Tracking School Design Team progress, accountability, and providing actionable feedback
- Building positive relationships that encourage and inspire School Design Teams to think purposefully, big and bold about improving student experiences and outcomes.

WHAT WILL YOU GAIN

- A unique experience working in a fast-paced organization that is impacting educators across the country
- Join a movement in education to improve academic achievement, social-emotional support, and equity through innovation.
- Build your skills in development, operations, and programming.
- Network with leading, visionary educators from around the nation
- Training in adult learning best practices, human-centered school design, systems-change, social entrepreneurship, asset-based development, and improvement science.

TIME COMMITMENT

15-30 hours a month, with periods of greater intensity (in-person trainings, facilitating in-person workshops) and periods of greater flexibility. This position involves travel to in-person events, including several weekends (scheduled in advance).

COMPENSATION

The pay-rate for State Leads is competitive and includes potential performance-based bonuses. During the interview process, we will review your experience level and availability. At that time, we can provide more detailed information on compensation.

EXPECTED START DATE

SUMMER TRAINING BEGINS **JULY 2019**
TRUESCHOOL PROGRAM BEGINS **JANUARY 2020**

IDEAL CANDIDATES

- Change agents, equity champions, and mountain movers committed to disruptive innovation for educational change
- Flexible and enthusiastic team members willing to respectfully push school design teams to achieve equitable outcomes for their students and communities
- Passionate about their life work in education with a minimum of 5 years of professional teaching and/or leadership experience
- Naturally fluent in consultative environments with a remarkable aptitude for engaging learners in bold thinking ideas
- Focused and open to building their knowledge in school design, capacity-building, and systems change
- Clear in written, verbal, and relational communication skills with experience facilitating in virtual environments



- Self-motivated, reliable, and organized with an orientation to detail
- Experienced in using online cloud-based collaboration software, storage/file sharing for project management and tracking
- Highly motivated with an orientation to receiving and providing actionable feedback to school teams

Qualifications

- Bachelor's degree required; graduate degree preferred
- Current or former K-12 educator with at least 5 years experience
- Proven track record of successful adult facilitation in an educational setting
- Experience using online collaborative environments for communication
- Experience managing, developing, monitoring and evaluating a committed team

TO APPLY

Please email your **cover letter** and **resume** to opportunities@trueschool.org with the subject line “[Your Full Name]: Coach 2019 North Carolina.” Applications are being reviewed on a rolling basis. If you’re interested in this position, we encourage you to apply as soon as possible -- we’re moving fast!

ABOUT TRUESCHOOL

TrueSchool accelerates grassroots innovation within existing schools, traditional districts, and education systems, driven first and foremost by frontline educators. We deeply believe the people in the building are those best positioned to design and determine the future for their school. We facilitate a year-long professional learning experience in which school teams of 4-6 educators, including the principal and teacher leaders, design innovative school models with a focus on driving improvements in: equity, student achievement, social-emotional support, and 21st-century learning.

We have worked with over 1,500 educators in 102 schools across the United States, impacting 75,000+ students. Partner organizations include Echoing Green, Microsoft, Stanford University, the Unreasonable Institute, and the WK Kellogg Foundation. For more information, visit our website: www.trueschool.org.