Position Title: School Leadership Coach, Turnaround Specialist

Reports to: Director of Coaching
Location: Milwaukee, WI
Position Type: Full-Time

Schools That Can Milwaukee (STCM) seeks a dedicated, passionate, and action-oriented School Leadership Coach – Turnaround Specialist to join our team in moving high-potential schools to new levels of excellence in Milwaukee. This role focuses on working directly with school leaders who are seeking to transform their schools by providing intensive academic support, school culture support and systems support within broader networks. We identify school leaders who demonstrate the disposition, work ethic, and belief in what’s possible for urban students and then work alongside such school leaders and their teams to provide direction and support, helping them to dramatically accelerate the process of change through the coaching of best practices of high-quality schools. The right School Leadership Coach candidate will have a passion for urban education, a results orientation, analytical skills, attention to detail, experience in leading transformational change in an urban school setting, and a strong belief that closing the achievement gap in urban schools is possible. He or she will have the ability to build relationships with diverse personalities, and will have expertise in curriculum, instruction, assessment, school culture, personnel decisions and systems development. Reporting to the Director of Coaching, the Coach’s responsibilities include:

- **Embedded Coaching within STCM Network Schools.** Work on the ground with school leaders who have high potential to transform their schools and substantially improve student academic performance. Mentor and coach school leaders and their teams to implement best practices found in high-quality urban schools across the country. Provide targeted coaching on academic rigor, supervision, and observation of staff, and data driven instruction.

- **Implement the STCM Coaching Process.** Work with STCM leadership and coaches to execute the STCM coaching model. Establish short- and long-term goals, create action plans, support implementation, and monitor school performance. Assist in school data collection and regularly assess progress to coaching goals. Work collaboratively with others and be open to feedback and continuous improvement to grow and develop. Develop systems and tools to scale and leverage the STCM model.

- **Lead Cross-Sector Collaboratives.** Contribute to STCM team of coaches in leading cross-sector and cross-school Collaborative professional development sessions targeting instructional leaders, deans of students, lead teachers, high schools, and principals. Lead training sessions with school leadership teams around topics critical to high-quality urban schools.

- **Identification and Dissemination of Best Practices.** Facilitate connections and lead teams of schools to engage and learn from highly successful schools, locally and nationally. Interact with a diverse collection of schools and school models, including the city’s most successful school leaders, to identify, share, and implement best practices. Provide opportunities for entire school teams to observe highly successful schools, sparking a belief in what is possible.

- **Standards-Based Instruction.** Support schools in the use of STCM benchmark assessments and curricular framework. With school leaders, critically assess how teachers backwards plan and deliver rigorous instruction. Ensure the synergy of curriculum, instruction, and assessment at developing STCM schools.

- **School Culture.** Support school leaders in implementing best practices around transformational school culture helping school leaders build a culture of joy and rigor focused on dramatic student achievement.
gains. Support school leaders in building the systems, routines, and proactive strategies to create a joyful, engaging school environment.

- **Coach Senior School Leadership.** Support network or upper-level school leaders who supervise groups of principals and/or instructional leaders. Ensure that these leaders are leading healthy organizations, fostering the distribution of leadership across their networks, and capitalizing on the abilities of others to build student learning. Support senior leaders in efficient communication at the network level.

- **Student Performance Data.** Critically review how schools/school leaders are using assessment to improve student learning and achievement. Support school leaders in using assessment as a means to gather individualized data on students and differentiate instruction to meet student needs.

### Requisite Qualifications

*Experience and Qualifications*

- Three or more years of school leadership required, urban preferred.
- Bachelor’s degree required, graduate degree preferred.
- Substantial experience working through difficult leadership challenges in the school environment.
- Experience successfully managing a program in a fast-paced, goals-oriented environment.
- Experience coaching teachers and/or school leaders preferred.
- Experience at a high-quality school or network of schools preferred.
- Proficiency using Microsoft Word, Excel, and PowerPoint.

*Personal Characteristics*

- A strong commitment to Schools That Can Milwaukee’s vision and beliefs.
- Belief that transformational change within the urban school setting is possible, and an urgent desire to see such change occur.
- Independent, organized, and a detail-oriented self-starter. Able to multi-task and adapt quickly.
- Energetic, hard-working, and enthusiastic team player. Motivated by an entrepreneurial, fast-paced, collaborative team environment with a desire to contribute to a growing organization.
- Superior interpersonal and communication skills (written and oral).
- Flexible, resourceful, and persistent change agent; creative and innovative problem solver.

*Interested candidates should send their cover letter and resume to careers@stcmilwaukee.org with the subject line School Leadership Coach*

Since 2010, STCM has partnered with and supported high-quality and high-potential schools across all three sectors to close the Milwaukee achievement gap and ensure all students have the opportunity to learn and succeed. By focusing on kids and quality instead of the differences between school types, STCM is leading an unprecedented cross-sector collaboration of talented leaders from traditional district, public charter, and private Choice schools serving predominantly low-income students.

STCM is intensely pursuing three strategies: grow Milwaukee’s best schools, strategically support high-potential schools’ movement to excellence, and recruit talent and innovation for Milwaukee. No one strategy is the answer, but the combination of the three is transformational.

STCM’s vision is to have 20,000 Milwaukee students in high-quality schools by 2020. However, this is only the first step. Meeting this goal will provide a critical number of schools in every sector to serve as examples of what is possible, creating a tipping point for change for all students in Milwaukee. Communities cease to accept poor schools and student failure when a significant number of excellent schools exist.