

The **Memphis Teacher Residency** exists to positively impact student achievement in Memphis' urban schools through the recruiting, training and supporting of outstanding teachers, all within a Christian context.

The **Induction Coach** is responsible for providing instructional leadership and support in the form of coaching, evaluating, and implementing professional development for MTR graduates. The Induction Coach provides classroom-based coaching and support for new MTR graduates during their first year as teacher of record. The Induction Coach evaluates the on-going growth and development of MTR graduates. The Induction Coach works with the Post-Residency Director to facilitate professional development opportunities for MTR graduates.

In order to effectively foster relationships with Residents, the Induction Coach will facilitate some MTR seminars during the course of the Residency year, as determined by the Education Director.

## **COACHING**

1. Provides instructional leadership to beginning teachers to advance proven standards-based teaching and learning practices
2. Executes classroom-based MTR coaching model for 10 – 12 graduates
3. Reviews appropriate Residency year files to ascertain graduates strengths and areas for growth; meets with Residency year Coach as necessary
4. Develops and supports the execution of individual learning plans for graduates within coaching group
5. Maintains highly organized coaching logs that document goals, strategies, visits, and comments

6. Assess MTR graduate development by utilizing the Memphis City School Teacher Evaluation tool, the MTR Standards, and the INTACS Standards for Beginning Teachers
7. Provides recommendations to Post-Residency Director about ways to foster and support graduate growth based upon observational data

### **TRAINING**

1. Assists Post-Residency Director in implementing the instructional program through professional development, regular instructional coaching, and demonstration lessons
2. Develops and facilitates book clubs, study groups, and/or inquiry groups that support graduate development

### **OTHER**

1. Assists in the screening and selection of Residents for the program
2. Facilitates Residency year seminars as needed
3. Assists MTR staff by performing other duties and responsibilities as needed

### **QUALIFICATIONS**

- Bachelor's Degree (BA or BS) in Education
- Must hold or be eligible for a Tennessee teaching license.
- Minimum of 3 years teaching experience in urban education serving low-income communities
- Track record of high-impact teaching, learning and leadership as demonstrated by student achievement gains
- Demonstrated ability to work well in a team
- Goal-driven, self-reflective and analytical problem solver
- High School teaching experience preferred
- Follower of Jesus Christ who desires to serve Christ by serving others

### **APPLICATION PROCESS**

Candidates wishing to apply for the position should send a resume and letter explaining the basis of their interest and relevant experience to Robin Scott at [applicant@memphistr.org](mailto:applicant@memphistr.org)