

## **Instructional Leadership Institute Leadership Coach**

**Anticipated Duration: 2 years (length of programme)**

**Anticipated Start: 1 July 2019**

**Location: Cape Town or Johannesburg, South Africa**

**Working Hours: 40 hours per week**

**Compensation: R450,000- R550,000 per annum**

### **About the Instructional Leadership Institute**

In South Africa, learners from low income backgrounds are disproportionately likely to miss out on good schooling and finish school with low levels of literacy and numeracy, limiting their life chances and fuelling the cycle of poverty. School leaders play a key role in changing this trend; evidence shows that there is a direct path between good leadership and learner outcomes. However, many school principals face significant barriers, including employing instructional leadership practices and systems, in order to support high quality teaching and learning processes in their schools.

The Instructional Leadership Institute was initially set up by Ark South Africa in 2016, working in partnership with Relay Graduate School of Education in the United States and the 1 World Network of Schools. We are three mission-aligned organisations who have significant experience in school improvement and extensive success working with some of the most disadvantaged communities in the US, the UK and globally. Our programme is centred around ‘instructional leadership’, which focuses leaders’ attention on ensuring and facilitating quality teaching and learning. At the same time, we study and explore the barriers South African leaders face and identify high leverage topics that resonate with government school principals. We deliver this curriculum using a rigorous training approach based in deliberate practice and reinforce that via coaching and supplemental training to support quality implementation. Our aim is to work with principals and aspiring principals in South Africa to build instructional leadership capacity (e.g. observation and feedback, school culture, data driven instruction) and overall effectiveness to support them to achieve transformational outcomes for their learners.

Now in its second cohort, the Institute consists of a 22-month training programme for school principals and aspiring school leaders (e.g. deputy principals, heads of department). Training includes intensive residential sessions, follow up coaching and peer support. Our team is currently comprised of various members from the US, UK and South Africa. However, we are committed to establishing a permanent, accredited training institution in South Africa led by local staff: an Executive Director, a dean and coaches.

The successful applicant will receive ongoing developmental support from the ILI Interim Executive Director and the Interim Dean, which consists of training in best practices in instructional leadership, frequent check-ins and feedback, and collaboration on program design and delivery.

## QUALIFICATIONS

### Essential Qualifications and Experience:

First and foremost, the coach of the Instructional Leadership Institute must share a sense of urgency and social responsibility regarding the need to improve learner academic achievement in South Africa through school leadership training.

- Share the team's sense of urgency and social responsibility regarding the need to improve learner academic achievement in South Africa
- A bachelor's degree or PCGE
- Experience as either primary or secondary school teacher in South Africa
- At least three cumulative years of school leadership experience in South Africa as a principal, deputy principal, HOD or equivalent role
- Demonstrated learner academic achievement data
- Ability to give feedback in a respectful and encouraging manner, motivating others to change/improve their performance
- Demonstrated excellence/growth in learner academic achievement data
- Strong team player and collaborative nature
- Systems-thinker and willingness to help inform our programme design and growth
- Strong interpersonal communication skills including active listening
- Confidence to express one's opinion, even if different to others on the team
- A demonstrated passion for education in under-resourced communities and commitment to empowering others and belief in school leaders' potential
- Strong sense of self-awareness, ability to reflect on one's own performance and commitment to act on areas for growth
- Strong organisational skills

### Desired Skills and Qualifications:

- An advanced degree strongly preferred
- Familiarity with *Teach Like a Champion* (by Doug Lemov), *Leverage Leadership* and/or *Get Better Faster* (by Paul Bambrick-Santoyo) texts
- Experience supporting and coaching teachers in high-needs communities
- Experience and ability to design and deliver sessions for adult learners in an engaging manner
- Ability to work efficiently and intensely in an entrepreneurial environment
- Understanding of the legacy of apartheid and its impact on the South African education system
- Familiarity with instructional leadership practices, such as teacher observation and coaching, leading data analysis with teachers, leading school culture, and/or leading continuous professional development sessions for teachers

## ESSENTIAL DUTIES AND RESPONSIBILITIES

- Manage a caseload of up to 12 school leaders (or 7 nested school leadership teams) per cohort
- Possess a valid South African driver's license to be able to travel to participants' schools to provide in-person coaching and support for implementation of practices learned
- Continue to reflect on and determine the optimal frequency and level of coaching support to ensure quality implementation by participants
- Coordinate and communicate with other coaches to reflect on cohort successes, challenges and how to respond as a programme
- Connect with participants to maintain regular, frequent communication via phone, text/Whatsapp, and/or email
- Serve as the first responder and primary contact for participant questions regarding technique implementation and integration into current school systems, filtering questions and problems up to the Executive Director and Dean as necessary
- Observe, grade and provide quality feedback to programme participants on ILI coursework and assessments (e.g. video submissions of leaders implementing key practices)
- Synthesise performance data, track cohort progress on implementation metrics and identify gaps in participant understanding and/or implementation
- Collaborate on session design, providing a first audience for feedback and iteration of session content
- Help to develop the culture of the cohorts as one of community, support, resilience, and a commitment to improving teaching and learning
- Assist in teaching and facilitating residential sessions
- Create and maintain a positive work environment and sense of community with all programme participants and Ark EPG team members
- Perform other related duties as required and assigned

## COMPENSATION

ILI offers a competitive salary commensurate with skills and experience.

## SUBMISSION REQUIREMENTS

Interested applicants should send a one to two-page CV and a one page cover letter describing how their skills and experience align to the role to [claire.hendricks@arkonline.org](mailto:claire.hendricks@arkonline.org)  
Applications will be reviewed on a rolling basis, and we will hire only when we find the right candidate.