



Position Description: Rocketship School Leadership Coach

Organizational Overview

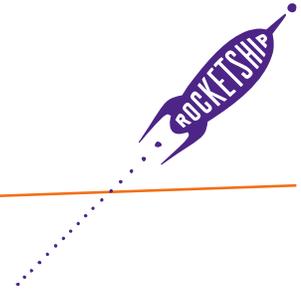
Founded in 2006, Rocketship Education (www.rsed.org) is a California-based 501(c)(3) nonprofit corporation whose mission is to eliminate the achievement gap by building a national school system of K-5 charter schools. Rocketship Education is the leading public school system for low-income elementary students. In pioneering its transformative public school model, Rocketship has delivered exceptional academic results through a focus on developing outstanding educators, empowering parents to advocate for their children and communities, and individualizing instruction for all students.

Rocketship operates seven schools in San Jose, California, serving over 3,000 students, and plans to open one additional school in the fall of 2013. Among 2,000 low-income elementary schools in California, Rocketship schools are all in the top 5% statewide and are the top performing low-income elementary schools in San Jose and Santa Clara County. Rocketship schools have results rivaling wealthy school districts (such as Palo Alto) while serving 80%+ low-income students and 70%+ English Language Learners.

Rocketship's learning approach combines traditional large group instruction with individualized instruction, including one-on-one time with computers utilizing online technology and participate in intensive tutor-led small groups to master reading and math skills. Currently, Rocketship is focused on further transforming blended learning by integrating tutoring, technology, and all facets of traditional classroom instruction to ensure student's needs may be best met and instruction can be further individualized. This additional evolution of the Rocketship model will ensure that teacher and student time is further maximized, while allowing Rocketship to invest even greater resources into each school.

Position Summary

The School Leadership Coach will play a critical role in supporting future Rocketship principals in their leadership development. This is an exciting opportunity to directly coach and support Rocketship assistant principals in their roles as school leaders and as they prepare for the next step in their careers through the Network Fellows principal preparation program. This position includes some weekend and evening responsibilities and will primarily be based in San Jose, CA. The School Leadership Coach will report to the Senior Manager of Leadership Development. This is a part-time position.



Primary Responsibilities

Collaborate closely with key regional and school staff members as well as national talent team to lead work in the following areas:

Coaching of Rocketship Network Fellows

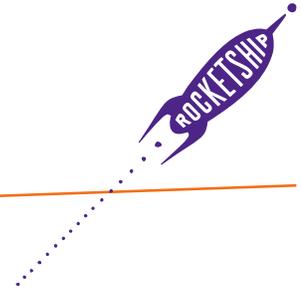
- Provide ongoing leadership coaching (approximately every 2 weeks) for 5-10 Assistant Principals in the Network Fellows principal preparation program
- Develop and discuss individual coaching plans, professional development goals, and feedback/assessments with Network Fellows
- Provide support on issues of instructional leadership and personal leadership
- Align and communicate with principals and Rocketship regional and national office team members on Assistant Principal needs and trends
- Attend trainings for Assistant Principals including New Leaders program and other Network Fellows events
- Align and communicate with New Leaders program staff on Assistant Principal progress in program
- May include some consultation on New Leaders or Network Fellows session content and co-facilitation at times

Rising Principal Support (January-June)

- Provide intensive coaching for Network Fellows selected as 14-15 Principals in spring (2-3)
- Consult with Rising Principals on staff hiring/onboarding, student enrollment, family engagement, and planning for instructional program

Skills

- Commitment and passion for Rocketship's mission, vision, and goals
- Ability to coach and develop successful school leaders
- Outstanding skills in problem solving and critical thinking
- Sharp eye for school staff talent and ability to assess competencies
- Deep knowledge of successful instructional leadership
- Ability to navigate and influence across diverse layers and teams
- Skill at building strong working relationships with school leaders and staff members
- Understanding of how adults learn and develop
- Experience in a fast-paced, highly analytical, entrepreneurial environment, with the ability and desire to help shape a new role and flexibly shift responsibilities over time as the role and department evolve



Experience

- 2+ years of teaching experience
- 3+ years principal experience
- Track record of developing successful leaders
- School leader coaching experience a plus
- Recruitment, hiring, or training development experience a plus
- Bachelor's degree required

Hiring Process

Please submit a cover letter and resume via email to jobs@rsed.org and include the position title in the subject line. Rocketship Education will invite select candidates for interviews. Interviews will continue until the position is filled. Hiring is contingent upon successful completion of employment verification and hiring process.

Rocketship Education provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Rocketship Education complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Rocketship Education expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Rocketship Education's employees to perform their expected job duties is absolutely not tolerated.