



Job Title: Instructional Leader - STEM
Hiring Timeframe: 2017-2018 School Year
Location: Nashville, TN

Intrepid College Prep is a growing network of free, open-enrollment, high-performing no excuses public schools committed to preparing prepsters to excel in selective colleges, earn professional opportunities, and graduate as financially literate professionals and positive leaders. Our Blue Chip Team currently educates 375 students in grades 5-8 in Opportunity Academy (our 5-8 middle school). In 2017-2018, Intrepid College Prep launches Independence Academy (a 9-12 high school).

A pioneer in financial literacy education, Intrepid College Prep achieves remarkable academic growth for all prepsters, especially English Language Learners. In 2015, Intrepid College Prep was named a Tennessee Reward School, placing it in the top 5% of schools in Tennessee for academic growth in all subjects.

Our work grows prepsters academically, financially, and socially – providing the skill sets needed to be game changing leaders in every facet of the future. Intrepid alumni will transform college campuses and the work force, raising expectations for academic excellence, financial acumen and ethical leadership.

About the Opportunity

Intrepid College Prep recognizes the need for Blue Chip teachers to have phenomenal instructional leaders and seeks the right internal candidate to support teachers in their pursuit of high student growth and achievement. This is an exciting time to lead instructional shifts tied to the demands for task-based, student-centered instruction in science and mathematics. The Instructional Leader will work with Principals to build a school culture where mastery of Common Core State Standards, TN science standards, and Next Generation Learning Standards prevails. Instructional Leaders use achievement data and rapid teacher development to achieve breakthrough learning for students. The primary role of the Instructional Leader – STEM is to support our middle school in overseeing various facets of the school's operation that directly impacts learning in the areas of science, technology, engineering and mathematics. This will include the development of teacher effectiveness during classroom instruction, analysis and action planning flowing from all internal and external assessment data, and curriculum development. The Instructional Leader – STEM will be responsible for direct oversight of all instructional staff in math and science. Engage in a gradual release of support to build each campus' independence with teacher development, first by modeling meeting facilitation, then observing and providing coaching and feedback to leaders on their facilitation.

Essential Job Functions

Intrepid College Prep welcomes instructional leaders who are relentless in their aim to see student growth and who want to hone their skills as highly effective education leaders in the classroom. Below are some of the responsibilities required of the Instructional Leader – Numeracy:

- Work an extended school day until at least 5:30 p.m. to allow for collaboration, professional development, and ample communication with parents and other staff members
- Serve as instructional leader with oversight of curriculum development, student assessment (internal and external), and teacher development
- Deliver professional development of all education staff
- Supervise the daily instructional work of STEM teachers in grades 5-9
- Conduct weekly teacher observations and provide immediate feedback on performance
- Communicate regularly with Principals concerning student achievement, teacher development and evaluation and curriculum design.
- Design vertically-aligned scope and sequence for 5-9 math and science with clear outcomes aligned to the TN Core state standards (math), TN science standards and Next Generation Learning Standards
- Ensures appropriate rigor on internal assessments by building assessments prior to the school year for content areas taught by direct reports, including benchmark scores to indicate appropriate level of mastery.

- Ensures 5-9 scope and sequence builds to 9-12 scope and sequence by collaborating with middle and high school Principals
- Operate on the schedule for administrators, which requires working year-round with four weeks for annual leave (not including Fall Break).
- Builds and/or vets yearlong sequence of objectives for each course taught by a direct report prior to teacher orientation.
- Implement effective internal assessment systems to monitor academic progress of students throughout the year.
- Collaborate with Director of Academic Support and Dean of College Completion to use systems for data analysis and data action following all internal and external assessments.
- Ensure curriculum alignment with standards for the state of Tennessee.
- Seek and share curriculum best practices from other schools and professional journals.

Successful Instructional Leader - STEM candidates possess the following characteristics:

The ideal candidate will possess the following qualifications:

Education

- Holds a B.A./B.S. degree with a minimum G.P.A. of 3.0
- Master's Degree preferred.
- Degree in subject area intended to teach (preferred)

Certification

- Tennessee Professional Educator license preferred.
- Eligibility for Tennessee Professional Educator license required.
- Considered highly-qualified based on NCLB guidelines

Experience

- A capacity to motivate and lead instructional staff to yield the highest academic performance possible from all students.
- A team-oriented approach and the ability to effectively set and communicate goals for the team.
- Ability to give constructive feedback to facilitate student growth and academic achievement.
- Openness to receive feedback on issues that will facilitate growth and achievement of both students and faculty.
- Experience with educating/mentoring youth from socioeconomically disadvantaged backgrounds.
- Experience managing, leading, and motivating adults.
- Successful manager of an urban classroom who has used structure, incentives, and high expectations to drive student success
- Experienced classroom teacher with demonstrated, quantifiable and objective student performance *gains* that surpass state or local averages

Skills

- Energy and entrepreneurial spirit for the no excuses charter school environment
- Unwavering in the pursuit of excellence, dogged pursuit of high standards for organizational, behavioral, and academic excellence even in the face of difficult opposition and challenges
- Results-driven educational leader with a commitment to standards-based curriculum and the use of data and assessments to drive instructional decisions
- Good problem-solving ability and good judgment
- Exceptional communication skills with students, parents, and colleagues, with demonstrated ability to speak and write clearly and persuasively
- Ability to learn quickly and to be effective in a fast-paced, dynamic, entrepreneurial environment
- Ability to be creative, resourceful, and reflective

- Familiarity with cultural diversity and adroit at bridge-building between different backgrounds, cultures and personalities
- Exceptional attention to detail, problem-solving, critical-thinking, and strategic planning skills
- Speaks Spanish, Arabic or has experience working with bilingual students (preferred)
- Professional demeanor, strong work ethic, detail-driven work style with excellent organizational skills
- Belief in and alignment with Intrepid College Prep's core beliefs and educational philosophy are non-negotiable.

The position will begin in July 2017.

Compensation

We offer a generous compensation package. All staff members are equipped with the tools needed to succeed, including a dedicated work space, laptop computer, email, high-speed internet access, and all necessary supplies. Compensation is highly competitive; teachers are eligible to participate in the MNPS Retirement System.

Commitment to Diversity

Intrepid College Prep is an equal opportunity employer. As an equal opportunity employer, we hire without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status or disability.

Apply Now

To apply, fill out the "Get to Know You" questionnaire on the HireVue Portal: <https://bes.hirevue.com/openvue/TNLFXcsAet/>. Successful candidates are then invited to video interview. Please apply for one position only. No phone or in-person inquiries.