



## Leadership Coach Team Lead West Michigan Leadership Academy

### **Overview:**

The NYC Leadership Academy (NYCLA) is a nationally-recognized 501(c)(3) nonprofit organization with a clear vision: to support greater academic success for students across the nation – especially the most vulnerable – through high-quality school leadership. We are firmly committed to preparing and supporting educational leaders so they can catalyze and sustain effective change across their organizations that leads to equitable outcomes for all students. We do this by building the capacity of education systems across the country to develop and support their own leaders and bringing a standards-based and social justice-rooted approach to leadership development. Since 2003, more than 150 school districts, state departments of education, universities, and nonprofits in 33 states have collaborated with NYCLA to prepare and support leaders who can transform schools and ensure all students have access to effective instruction and are nurtured socially, emotionally and academically.

### **Purpose:**

Sharing the NYCLA's commitment to effective change, the purpose of the West Michigan Leadership Academy (WMLA) is to improve schools in West Michigan by building a system of leadership development that strengthens school and district leadership capacity to support student learning and achievement, particularly for the most underserved students.

### **Description:**

The West Michigan Leadership Academy Fellowship provides a multi-year professional learning network and individualized leadership coaching for principals, complemented by customized, strategic consulting and capacity-building activities with participating districts. The program includes:

- An advisory committee comprised of local leaders
- A regional professional learning network for school principals
- One-on-one principal leadership coaching
- Customized district support

## **Job Summary:**

Reporting to the WMLA Director, the Leadership Coaching Team Lead will first and foremost be a lead practitioner of leadership coaching. This is a full-time position. The Team Lead will devote approximately 50% of their time to 1:1 leadership coaching of WMLA School Leader Fellows and approximately 50% of their time to the support and development of other members of the WMLA Leadership Coaching Team. The Team Lead is knowledgeable about current state and local accountability tools, leadership competencies, and other continuous improvement initiatives. They will receive training in NYCLA's unique Facilitative, Competency-Based Coaching methodology. The Team Lead is expected to create a trusting, collaborative environment both within their 1:1 coaching relationships with WMLA Fellows and within the WMLA Leadership Coaching Team as a whole. The ideal candidate for this position thrives in a collaborative work environment, possesses a strong commitment to educational equity and professional growth, and is ready, willing, and able to engage in dialogues and action around racial equity to raise organizational awareness and support the building of a racially equitable culture internally and externally.

## **Responsibilities:**

- Provides ongoing, competency-based, goal-focused, and individualized leadership coaching to school leader Fellows in WMLA partner districts
- Facilitates leadership development sessions and other customized supports for WMLA Fellows
- Cultivates and leads a community of practice among the WMLA Leadership Coaching Team focused on the continuous improvement of leadership coaching program-wide, including the design and facilitation of regular coaching team meetings
- Provides coaching and feedback to individual members of the WMLA Leadership Coaching Team related to their coaching practice, including regular observations and check-ins
- Tracks and reports progress against coaching program goals, budget, and deliverables
- Coordinates regular communication with WMLA district partners to assess impact and needs related to WMLA leadership coaching
- Works with the WMLA Director to identify challenges and opportunities for improvement and innovation in the structure and implementation of individualized leadership coaching across the WMLA School Leader Fellowship program

## Required Knowledge, Skills, and Dispositions:

- Understands political landscape of public education in Michigan and the WMLA Partner Districts (Godfrey-Lee Public Schools, Godwin Heights Public Schools, Grand Rapids Public Schools, Kentwood Public Schools, and Wyoming Public Schools) with professional experience in Michigan public school system(s) strongly preferred
- Demonstrates knowledge and expertise in culturally responsive instructional practice, school and district accountability measures, continuous improvement processes, and school leader competencies
- Can interpret and analyze student achievement data, recognize patterns and trends, and identify subsequent high leverage leadership moves
- Is self-aware, reflective, and thoughtful; values feedback; perseveres through ambiguity and discomfort
- Possesses a belief system founded on a commitment to equitable outcomes for all students and understands the urgency of the work necessary to get there
- Consistently reflects on own beliefs and behaviors, particularly those associates with race and equity
- Values and models the core underpinnings of the WMLA program model including the importance of anchoring the work in competencies, building independence on the part of the principal, and commitment to fostering equitable practice

## Required Qualifications:

- Minimum of five years supervisory experience in public education and/or the nonprofit sector
- Extensive knowledge and experience in instructional leadership and culturally responsive practice in education
- Evidence of past success in nurturing and building the capacity of others
- Demonstrated ability to develop the leadership skills of others
- Demonstrated success in fostering equitable practice and working with diverse populations
- Ability to commute daily and travel locally in the Grand Rapids, MI area; nationally on occasion
- Valid driver's license

**Pay and Benefits:**

The NYC Leadership Academy offers a competitive salary, commensurate with experience and comprehensive benefits including generous paid time off (24 days) and employer-funded health/dental/vision plans.

**Location:**

The West Michigan Leadership Academy is located in Grand Rapids, MI, with office space located on the campus of the Kent Intermediate School District at the Kent ISD Conference Center (1633 East Beltline NE, Grand Rapids, MI 49525).

**Application Instructions:**

Qualified candidates may apply by emailing their resume, cover letter, and desired number of working hours per week to [jobs@nycleadershipacademy.org](mailto:jobs@nycleadershipacademy.org) with (job title (candidate name)) in the subject line. In the cover letter, applicants should identify the three to five most important readings or resources that have influenced their thinking and approach to equitable practice. Application materials must be received no later than **5:00 p.m. on February 1, 2020**.

*NYC Leadership Academy is an Equal Opportunity Employer.*

*We strongly believe that diversity within our staff contributes to our team's effectiveness and to our overall success.*