



DEAN OF INSTRUCTION SUMMER 2020

Organization Description

Breakthrough Twin Cities prepares under-resourced students for college success and cultivates the next generation of educators. BTC is an independent 501(c)(3) non-profit with two sites in the Twin Cities: Mounds Park Academy (MPA) and St. Paul Central High School in Saint Paul (SPC). Students in our middle school program attend 3 summers of academic enrichment, where they take classes in math, science, literature, and writing and preparing for their 6-year path to college. They are taught by a diverse faculty of teaching fellows: college and high school students exploring the field of education with training and support from Breakthrough. Licensed teachers support these teaching fellows in the role of Instructional Coaches, providing training and feedback on curriculum, lesson plans, and classroom observation data. Middle school students attend Saturday programming throughout the school year to continue building their skills, habits, and resumes to become successful high school students. Students complete the program by working with a 1x1 college counselor in 11th and 12th grade, with 100% graduating from high school and getting accepted into college.

Position Description

The Dean of Instruction will work closely with the Senior Program Director to support the Instructional Coaches at one of our sites. They will work to familiarize themselves with the curriculum and instructional resources available to Instructional Coaches and Teaching Fellows, and will serve as experts in Breakthrough instructional philosophies and trainings. The Dean of Instruction will work to guide Instructional Coaches through the Faculty Orientation and summer program, providing resources and training on coaching techniques and tools. They will oversee the instructional quality and outcomes of their site, as well, working with staff to monitor student data and suggest adjustments as needed. Each site during summer 2020 will have 24 Teaching Fellows supported by 4 Instructional Coaches, and the Instructional Coaches would report to the Dean of Instruction. The Dean of Instruction works alongside the Dean of Students and Dean of Faculty of their site to provide site leadership for the summer.

Responsibilities

I. Pre-Summer Planning (30 hours)

Dates in May TBD:

- Pre-Summer IC Training, 8 hours
- Pre-Summer Dean Leadership Workshop, 4 hours

Dates Flexible: On-Boarding and IC Training Prep & Support, 18 hours

- Meet with the Senior Program Director for onboarding, goal-setting
- Review instructional and curriculum resources ahead of IC Training
- Help prepare for and facilitate the pre-summer Instructional Coach trainings
- Meet 1x1 with each Instructional Coach before Orientation to help provide guidance and support for their on-boarding
- Be in communication with Senior Program Director, as needed.

II. Teacher Orientation (40 hours/week)

June 15 – June 19, 40 hours per week *(This is the 2nd week of faculty orientation, many of our ICs have workshop week and cannot start Week 1.)*

- Support Instructional Coaches in meeting with their departments to build relationships, guide curriculum development, and support lesson planning.
- Support Instructional Coaches in constructing an observation schedule for the summer to ensure they can support their Teaching Fellows through the cycle of feedback.
- Support Instructional Coaches and Teaching Fellows in setting up their systems and tools to collect student data.
- Work collaboratively with the Dean of Students and Dean of Faculty at the site to adjust Orientation schedules as needed to best meet the needs of students, faculty, and Instructional Coaches.
- Regularly communicate with the Senior Program Director.
- Model excellence in all that you do. Set and meet high expectations.

III. Summer Program & Wrap Up Week (30 hours/week + 20 flex hours)

(June 22 – July 24, 30 hours per week) *No program on July 3*

- Conduct co-observations of Teaching Fellows with your Instructional Coaches to help support Instructional Coaches in implementing the cycle of feedback effectively.
- Support Instructional Coaches in developing weekly professional development for their departments.
- Meet once a week with each Instructional Coach to provide support and check on progress.
- Meet once a week as a team (at least) of Instructional Coaches to check in and discuss common issues or solutions.
- Meet with the Senior Program Director once a week to check in on progress or support.
- Support Instructional Coaches in evaluating teachers using the Teacher Excellence Rubric: once at the beginning of the summer to set a baseline, a mid-summer check-in, and a formal evaluation at the end of the summer.
- Work collaboratively with Instructional Coaches to use, create, or modify systems to collect and monitor student data, anticipating and adjusting to the needs of Teaching Fellows in adapting lesson plans, preparing for conferences, or writing final student evaluations.
- Check email regularly during the summer.
- Become a strong member of the community. Work to build strong relationships with both Teaching Fellows and students. Help build the culture of the program.

(July 27 – August 7, 20 flex hours)

- Support Instructional Coaches in completing final growth letters, teacher excellence rubrics, and sharing final feedback through 30-minute Growth Conferences.
- Collect all curriculum, coaching, and instructional resources that were developed by the site throughout the summer to preserve in our Google Drive folder system.
- Conduct Exit Interviews with all Instructional Coaches to help reflect and evaluate their growth as professionals as well as capture feedback for Breakthrough staff.
- Complete an Exit Interview with the Senior Program Director to reflect on your own professional growth and performance in the role, and to provide feedback.
- Attend Celebration, if possible, on Saturday, August 3 (depending your site).
- Attend teaching fellows' Presentations of Learning during Wrap-Up Week, if possible.

Qualifications

- Bachelor's degree required, Master's degree preferred
- Experience in the Instructional Coach role at Breakthrough, LearningWorks, or Summerbridge is desirable
- Outstanding track record as a professional classroom teacher, preferably in middle school grades for at least five years
- Superior presentation, writing, and organizational skills
- High degree of flexibility, ability to multitask between projects
- Exceptional interpersonal skills, ability to hold others to high standards while also offering support and maintaining positive relationships
- Ability to deliver positive, constructive, and honest feedback, both written and verbal
- Experience with curriculum development and implementation
- Comfort and confidence in working with children and adults
- Creativity, energy, and commitment to excellence
- Experience with and passion for teaching urban middle school students from diverse backgrounds
- Familiarity with Twin Cities public, charter or private schools is highly desirable
- Experience in an academically rigorous college-preparatory institution is highly desirable

Compensation

Deans of Instruction will receive a \$5,000 stipend paid in 4 installments throughout the summer.

To Apply: Send an email to apply@breakthroughtwincities.org with the subject line "Dean of Instruction". and attach an updated résumé, cover letter, and two references. Priority will be given to applicants who submit these before February 21, 2020.

Please direct any questions to apply@breakthroughtwincities.org

Visit our website for more information: www.breakthroughtwincities.org