



Now HIRING: School Design and Educator Support Coach

START DATE: August 2020

Public Impact is a national education policy and management consulting firm based in Chapel Hill, N.C. Our mission is to improve education dramatically for all students, especially low-income students, students of color, and other students whose needs historically have not been well met. We are a team of professionals from many backgrounds, including former teachers. We conduct research to understand what leads to better outcomes, and we develop and implement innovative solutions to create dramatic improvements for children. We apply our research and solutions by advising leading philanthropists, designing and implementing new initiatives for policy and education leaders, and advising other change agents in education. We partner with teachers and other leaders to implement changes that will help the students they serve.

Major current areas of work include management and policy changes in these areas:

- Teachers and leaders: extending the reach of excellent educators and teams through Opportunity Culture, teacher-leadership, career paths, pay, residencies, selection, evaluation, and leadership.
- Charter school excellence, innovation, authorizing, and growth of excellent organizations.
- School turnarounds, excellent diverse schools, finance, accountability, and other topics.
- See all of our work at publicimpact.com and www.opportunityculture.org

ROLE: School Design and Educator Support Coach. Coaches assist with and then lead teams facilitating Opportunity Culture school transformations, using Multi-Classroom Leadership and other innovative roles for educators. Most team members work on other projects, as well, gaining exposure to varied education policy and management topics.

School Design and Educator Support Coaches should expect to:

- Consult with educators and other leaders to design and implement nation-leading reforms, including Opportunity Culture models, school turnaround strategic planning, and similar work, with significant guidance from Public Impact teammates.
- Conduct occasional research to support Public Impact's work.
- Write and edit consulting materials and communications, with focus on quality, student learning, and respect for educators.
- Present Public Impact's work accurately and influentially, in writing and speaking.
- Produce excellent technical work that positively affects students and educators.
- Participate in and later lead collaborative, diverse client/colleague project teams of increasing size and complexity.
- Collaborate with Public Impact teammates and others to achieve strong results and satisfaction of educators and clients.
- Additional leadership opportunities and chance to learn policy and management skills equivalent to graduate degree, with strong performance over time, position availability, and desire to progress.

QUALIFICATIONS:

- Undergraduate degree with strong academic record.
- Master's in teaching, counseling, or similar area welcome, but not required.
- Two or more years of teaching, counseling in a K-12 school, or similar school-based experience with students/teachers.
- Demonstrable high-growth student learning, or clear contribution to high growth through another role.
- Demonstrated ability to lead change and achieve goals by leading adults—while teaching, as undergraduate, or otherwise.
- Demonstrated ability to collaborate in teams with diverse members.
- Eager to give and receive feedback to produce outstanding work.
- Demonstrated ability to influence a wide variety of people and engage with others positively.
- Delighted to juggle multiple, demanding projects.
- Able to interpret experiences and research with level-headed, critical eye and grasp major concepts in field.
- Able to communicate complex ideas simply. Excellent writing.

LOCATION: Office in Chapel Hill, N.C., area with local work-from-home flexibility. Travel; amount varies over the year, but typically ranges from once per month to weekly (rarely on weekends).

PAY: Starting salary \$45,000-\$55,000 plus potential team bonus. Higher pay negotiable with adult coaching or similar relevant experience.

Please submit PI employment application, cover letter, resume, and 2 writing/work samples unedited by others to: hiring@publicimpact.com or mail to Hiring, Public Impact, 405A E. Main Street, Carrboro, NC 27510.

Public Impact is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.