



# Branch Alliance for Educator Diversity

	<p align="center"><b>Branch Alliance for Educator Diversity (BranchED) Continuous Improvement Coach</b></p>
<p>Organizational Description</p>	<p>More than half of American public-school students are children of color, and only 18% of their teachers are from these same racial and ethnic groups. The Branch Alliance for Educator Diversity (BranchED) was founded in 2017 to support Minority Serving Institutions (HBCUs, HSIs, tribal colleges, and others) to maximize programming and drive innovation in preparing highly effective educators who reflect and champion the diversity of our nation’s school children. These 253 Minority Serving Institutions comprise 13% of education providers in the United States but prepare 51% of all Hispanic students earning bachelor’s degrees in education, 51% of Native Hawaiian and Pacific Islander teacher candidates, 38% of African American teacher candidates, and 35% of bachelor’s degrees in education for Native Americans and Asian Americans.</p> <p>BranchED is the first and only non-profit organization in the nation that is dedicated to strengthening and growing educator preparation at MSIs, with the larger goals of both diversifying the teaching profession and intentionally addressing critical issues of educational equity for all students. BranchED has three goals that guide its work:</p> <ul style="list-style-type: none"> <li>• <b>Empower:</b> working together to strengthen and grow MSI educator preparation programs by providing capacity building support that enhances MSI capabilities</li> <li>• <b>Connect:</b> strengthening relationships among MSIs by building partnerships to spur collaboration and innovation</li> <li>• <b>Advance:</b> amplifying a collective voice and advocating for shared interests by promoting awareness of educator diversity and championing MSIs</li> </ul>
<p>Position Objective</p>	<p>The mission of BranchED is to support Educator Preparation Programs (EPPs) at Minority Serving Institutions (MSIs) in implementing quality programming at scale as defined by the Transformation Center (TC) outcomes and indicators. The Continuous Improvement Coach (CIC) works directly with MSI EPPs to build strong relationships with deans, faculty, and staff from participant EPPs and their district partners. The CIC also provides technical assistance to participant EPPs and their district partners to strengthen individual and program capacity for continuous improvement and transformation. The technical assistance the CIC will provide will be related to TC outcomes and indicators (Quality, Sustainability, Impact, and Scale) as well as BranchED’s <a href="#">Framework for the Quality Preparation of Educators</a>.</p>

<p>Essential Functions</p>	<p>Core Responsibilities of the CIC include, but are not limited to, the following:</p> <ul style="list-style-type: none"> <li>• Build relationships with deans, chairs, faculty at MSI EPPs and their district partners.</li> <li>• Work one-on-one with EPPs to help them prioritize and sequence the transformation work.</li> <li>• Design and deliver virtual and in-person professional development to build and strengthen faculty, leader, and EPP capacity to implement the TC outcomes and indicators.</li> <li>• Develop tools and resources that provide templates, practical examples, and tips for the implementation of TC outcomes and indicators.</li> <li>• Facilitate collaboration and sharing of promising practices between/among EPPs and their partner districts.</li> <li>• Support EPPs and their district partners in assessing their own milestone-based performance, and review and validate the evidence they present in Annual Reports.</li> <li>• Ensure appropriate and timely documentation, reporting, and escalation.</li> <li>• Collaborate with other coaches in supporting the entire portfolio of MSI EPPs.</li> <li>• Provide clear, concise, and informative analyses and insights to BranchED leadership about EPPs’ progress and contribute to reports for external communication.</li> <li>• Contribute to identifying process gaps and inefficiencies that impede organizational effectiveness.</li> <li>• Other duties as assigned.</li> </ul>
<p>Education &amp; Experience</p>	<ul style="list-style-type: none"> <li>• A doctoral degree in education. ABDs may apply so long as PhD degree conferral takes place within six months of employment.</li> <li>• At least 5 years work experience teaching in higher education, preferably in teacher preparation.</li> <li>• Knowledge of current and emerging trends in teacher education.</li> <li>• Experience working in or with MSIs, or a demonstration of extensive knowledge of MSI environments or a desire to learn about and support MSIs.</li> <li>• Knowledge of adult learning theories and best practices for professional development.</li> <li>• Ability to work with multiple stakeholders, including EPP Deans, Chairs, faculty, staff as well as district personnel (superintendents, principals, teachers, and other district- and/or school-based staff).</li> <li>• Experience working with Microsoft Office 365, audio/video conferencing software, group calendars, and other collaboration tools.</li> <li>• Strong communication skills (verbal and written).</li> <li>• Knowledge of data collection, analysis, and action for continuous improvement via a culture of inquiry versus a culture of compliance.</li> </ul>
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> <li>• Commitment to equity and diversity.</li> <li>• A passion for and commitment to transforming teacher preparation programs in MSIs.</li> <li>• A visionary with ability to anticipate needs and future opportunities.</li> </ul>

	<ul style="list-style-type: none"> <li>• A creative problem-solver with ability to identify and address issues proactively.</li> <li>• Ability to thrive in a fast-paced environment and willingness to ‘roll up sleeves’ to get things done.</li> <li>• Ability to build authentic relationships.</li> <li>• A positive attitude and affect, high degree of flexibility, curiosity to learn, creativity, dedication, resourcefulness, and energy.</li> <li>• Strong interpersonal skills.</li> </ul>
Compensation	<ul style="list-style-type: none"> <li>• This is a full-time exempt position. BranchED provides benefits for eligible employees.</li> <li>• Competitive salaries benchmarked against the industry. Compensation will be commensurate with relative work experience and education.</li> <li>• Medical insurance with up to 100% employer contribution.</li> <li>• Dental, vision, FSA, life and disability insurance plans, and 401 (K) retirement plan with an Employer Match up to 6% of your compensation.</li> <li>• Generous time off including 15 days of paid time off (to be taken for sickness or vacation) and 18 holidays (12 organization-wide holidays)</li> <li>• Organization-wide and workgroup training, plus a \$200 professional development stipend for external training.</li> <li>• A commitment to developing leaders from within the organization.</li> <li>• An organizational culture that supports staff well-being and holistic self-care/community care.</li> <li>• Ample opportunities to connect with the faculty/leaders, students and communities we serve.</li> </ul>
# of Direct Reports	0
Reports To	Director of EPP Transformation Services
Location	Austin, Texas or Remote
Setting	This position operates in a general office setting. The position requires travel to organization headquarters in Austin, Texas, MSI sites, national conferences and convenings, as well as occasional lifting.

To apply, please send your cover letter and resume/vita to: [talent@educatordiversity.org](mailto:talent@educatordiversity.org)