



Branch Alliance

for Educator Diversity

Branch Alliance for Educator Diversity (BranchED) Literacy Continuous Improvement Coach

<p>Organizational Description</p>	<p>Branch Alliance for Educator Diversity (BranchED) is a professional services organization and a collective of university faculty and leaders advancing educational equity and excellence by expanding individual capacity, enabling supportive relationships, boosting institutional effectiveness, and collaborating with communities.</p> <p>Our growing national network includes hundreds of current and future educators at federally designated Minority Serving Institutions (MSIs), other higher education institutions enrolling 50% or more students of color, and PK-12 school districts with populations of 75% or more students of color. Together, we are activating educational environments that not only enroll diverse future educators but equip and arm them, so they excel.</p> <p>We believe:</p> <ul style="list-style-type: none"> • Every student deserves access to caring, adaptive, and well-prepared teachers. • Every teacher deserves preparation that fuses quality with diversity. • Every person benefits when we create a higher standard of education together.
<p>Position Objective</p>	<p>The Literacy Continuous Improvement Coach (CIC) works directly with selected EPPs and their district partner(s) in building high quality early literacy programs and supporting the development of in-service and pre-service literacy teachers. The Literacy 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 Literacy CIC will provide is related to literacy outcomes and indicators aligned to BranchED’s Framework for the Quality Preparation of Educators.</p>
<p>Essential Functions</p>	<p>Core Responsibilities of the Literacy CIC include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Building relationships with literacy faculty at selected EPPs and their district partners.



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	<ul style="list-style-type: none"> • Working one-on-one with literacy faculty and related stakeholders to help them prioritize and sequence program improvement efforts. • Providing coaching support to EPP/District co-leads as they engage in program improvement. • Facilitating collaboration and sharing of evidence-based and promising practices between/among literacy faculty, partner district(s), other stakeholders, and cohort institutions via a Community of Practice. • Designing and delivering virtual and in-person professional development to build and strengthen literacy knowledge and capacity to implement literacy outcomes and indicators. • Developing literacy tools and resources that provide explicit templates, practical examples, and literacy tips to support program improvement. • Ensuring program exemplifies best practices (e.g., instruction and clinical experiences). • Supporting literacy faculty, partner district(s), and other stakeholders, and in assessing progress and corresponding supporting evidence of program improvement. • Ensuring appropriate and timely documentation, reporting, and escalation of issues/concerns with program progress. • Collaborating with BIRCH and the Transformation Center in supporting literacy initiatives . • Monitoring program progress, developing annual reports, and identifying bright spots for external communication. • Other duties as assigned.
Education and Experience	<ul style="list-style-type: none"> • A doctoral degree in literacy or related field • At least 3 years work experience teaching in higher education, preferably in teacher preparation. • At least 5 years of early childhood/literacy experience. • Knowledge of current and emerging trends in teacher education and literacy. • Experience working in or with our core community (i.e., institutions that serve a large percentage of students of color) at the PK-12 or higher education level. • Knowledge of adult learning theories and best practices for professional development.



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	<ul style="list-style-type: none"> • Ability to work with multiple stakeholders, including EPP Chairs, faculty, and staff as well as district personnel (principals, teachers, and other district- and/or school-based staff). • Experience working with Microsoft Office 365, audio/video conferencing software, group calendars, and other collaboration tools. • Strong communication skills (verbal and written). • Knowledge of data collection, analysis, and action for continuous improvement via a culture of inquiry versus a culture of compliance. • Experience providing coaching and/or feedback to teachers/teacher candidates.
Personal Characteristics	<ul style="list-style-type: none"> • Commitment to equity and diversity. • Commitment to quality teacher preparation. • A passion for and commitment to transforming teacher preparation programs in MSIs and other institutions (PK-12 and higher education) that serve a large percentage of student of color. • A visionary with ability to anticipate needs and future opportunities. • A creative problem-solver with ability to identify and address issues proactively. • Ability to thrive in a fast-paced environment and willingness to 'roll up sleeves' to get things done. • Ability to build authentic relationships. • A positive attitude and affect, high degree of flexibility, curiosity to learn, creativity, dedication, resourcefulness, and energy. • Strong collaboration skills within and beyond the team. • Strong interpersonal skills.
Compensation	<p>This is a full-time exempt position. BranchED provides the following benefits for eligible employees.</p> <ul style="list-style-type: none"> • A competitive salary benchmarked against the industry. • Compensation will be commensurate with relative work experience and education. • Medical insurance with up to 100% employer contribution. • Dental, vision, FSA, life and disability insurance plans.



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	<ul style="list-style-type: none"> • 401(K) retirement plan with an Employer Match up to 6% of your compensation. Eligible after 90 days of employment. • Generous time off including 15 days of paid time off (to be taken for sickness or vacation) and 12 organization-wide holidays. • Organization-wide and workgroup training. • A commitment to developing leaders from within the organization. • An organizational culture that supports staff well-being and holistic self-care/community care. • Ample opportunities to connect with the faculty/leaders, students, and communities we serve.
# of Direct Reports	0
Reports to	BIRCH Director
Location	Flexible (remote or Peachtree City based)
Setting	This position operates in a general office setting. The position requires travel to organization headquarters in Peachtree City, GA, Core Community, national conferences and convenings, as well as occasional lifting

Application Procedure

Please email resume or CV and cover letter to talent@educatordiversity.org. Please include in the email subject line the position for which you are applying. The review of applications will begin immediately and will continue on a rolling basis until the position is filled.

The Branch Alliance for Educator Diversity does not discriminate on the basis of race, color, religion, ethnic or national origin, age, disability, gender, sexual orientation, or other characteristics covered by law with regard to employment opportunities.