



TEAM Coach – Southwest

The TEAM Coach will be deployed to one of the Tennessee Department of Education’s eight Centers of Regional Excellence (CORE) offices to support districts with the implementation of the Tennessee Educator Acceleration Model (TEAM) evaluation system, including portfolios, leadership development, and strategic decision-making in order to achieve the goal of an accurate, fair, credible, rigorous, and transparent evaluation model. This support will be an integral part of the CORE team’s effort to build district capacity for improving student outcomes through the examination of current data and the implementation of research-based strategies.

Responsibilities

- Assist districts with identifying strengths and opportunities for growth within their evaluation systems
- Provide districts with ongoing support through coaching, consultation, and learning opportunities aligned with district needs and embedded within existing or new systems
- Provide follow-up support, progress checks, and reflection as districts utilize the evaluation model to improve instructional practice and increase student learning
- Provide and support regional professional learning opportunities for TEAM observers and portfolio leads
- Assist the CORE team in analyzing TEAM data in connection to and in support of partnering districts
- Collaborate with other CORE consultants to ensure aligned support in next steps and strategies
- Stay abreast of policy and procedural changes to the evaluation model, including portfolios, as it relates to supporting districts in implementation
- Stay connected with NIET to take advantage of professional learning opportunities, when available, to strengthen overall understanding of instructional practices and coaching best practices
- Ensure an effective communication pipeline between district, regional, and state stakeholders

Skills and Qualifications

- Strong oral and written communication skills
- Ability to facilitate challenging conversations
- Demonstrated record of success in leading continuous improvement efforts at the school and/or district level
- Ability to interpret and analyze data, preferably related to teacher and leader evaluations
- Experience implementing the TEAM rubric

- Working knowledge of strategic planning
- Ability to set goals and execute effectively
- Ability to adapt and work in flexible and changing environments
- Strong relationship-building skills and leadership qualities

Support and Accountability

This position is funded through a contract from the Tennessee Department of Education (TDOE) to the National Institute for Excellence in Teaching (NIET). The position is a one-year, at-will employment opportunity with benefits and human resource functions provided through NIET. The oversight and management of the position, including deployment assignment, activities, and performance management will be conducted by the regional CORE Director and aligned to TDOE's strategic plan.

Location of Position: *Southwest CORE region, Tennessee*

To apply, please send a resume and cover letter to jobs@niet.org.