



Hmong American Peace Academy - HAPA

Job Description

Position Title: Instructional Coach

To serve our mission of providing students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in colleges, universities and careers, the Hmong American Peace Academy (HAPA) is seeking a new member for our team of Instructional Coaches.. HAPA is a high-performing, award-winning school serving more than 1800 students committed to seeing scholars realize our Portrait of a HAPA Graduate in the areas of College and Career Readiness, Connection to Hmong Heritage, Community Leadership, and Commitment to Wellness and Joy.

Position Description: Instructional Coach

The Instructional Coach serves the school community by supporting teachers' instructional growth, and working to ensure that high quality curriculum and authentic assessments are in place in all courses and classrooms. The instructional coach will work with teachers and the leadership team to analyzing data and plan strategically to ensure that all HAPA leaders are thriving. Coaches may be "specialized" to particular grade levels and/or content areas.

Reporting Structure

The Instructional Coach will report to Principal of their division, and join a Professional Learning Community of other Instructional Coaches facilitated by our Director of Curriculum and Instruction as we work collaboratively to build both coach and teacher capacity.

ESSENTIAL DUTIES & RESPONSIBILITIES may include:

- Modeling lessons and instruction, with research-based, developmentally appropriate teaching strategies
- Engaging in targeted coaching cycles with teachers, providing regular feedback on curriculum and instruction
- Utilizing quantitative and qualitative data to assess scholar needs and plan supports
- Supports differentiation for all learners
- Design and facilitate professional development activities
- Meets regularly with other instructional coaches to plan, collaborate, and maintain consistency within and across divisions
- Reviews weekly lesson plans according to HAPA's expectations.
- Ensures curriculum implementation with fidelity
- Assists in securing substitutes or covering classes as needed if an external sub is not available.

Other duties as assigned by the school principal.

Preferred Qualifications

- A minimum of 5 years of proven experience in mastery teaching
- Experienced in planning, leading, mentoring and collaborating with teachers
- Strong oral and written communication skills
- Strong organizational skills
- Ability to work as a collaborator with co-workers
- Bachelor's Degree; Master's Degree in education is preferred.
- Lastly, and most importantly, the candidate must demonstrate and possess the highest integrity to champion the mission, vision, goals and values, beliefs, and culture of HAPA. They must believe in the ability of every child and a commitment to ensure the highest quality education for all learners.

Non-Discriminatory Policy

HAPA is an equal opportunity employer and does not discriminate on the basis of age, race, color, sex, national and ethnic origin or any other basis prohibited by law when hiring, promoting, establishing wages, or providing benefits.