



## **Job Posting: Corps Member Learning Coach**

### **About North Carolina Education Corps**

North Carolina Education Corps (NCEC) is a 501(c)(3) nonprofit working to provide quality whole child and academic support to students across North Carolina. NCEC was launched by the North Carolina State Board of Education and Office of the Governor in response to the impact COVID-19 is having on schools, as students struggle to keep up with learning.

COVID-19 has exacerbated academic and non-academic challenges of North Carolina's K-12 students and schools. North Carolina's 1.5 million K-12 students are dealing with learning time loss and social-emotional challenges. Our teachers and administrators face an uphill climb to advance the sound, basic education of every student.

NCEC brings together community members to support students and teachers and accelerate learning in the wake of COVID. We do this by partnering with schools to recruit, train, and deploy "corps members." Corps members -- including community college and university students, recent graduates, and retirees -- are paid a living wage by schools to work part-time as tutors.

Corps members build relationships and connect with young students. They help teachers reach students who need additional academic support. They accelerate COVID learning recovery with students, families, and school personnel. All with the goal of improving student growth and opportunity.

During the 2021-2022 school year, NCEC corps members will serve as high-impact literacy tutors grounded in the science of reading and reading instruction. As literacy tutors, corps members will assist K-3 students with building foundational reading skills, preventing a delay in learning how to read that could otherwise affect reading to learn for years to come.

For more information on NCEC, check out our [launch video](#), [basic overview](#), and [website](#).

### **Job Summary**

The Learning Coach's primary responsibility is coaching Corps Members. This position leads a cohort of corps members, developing them as literacy tutors, trained in key literacy competencies based in the science of reading; effective tutoring techniques working with kindergarten-3rd graders; Diversity, Equity and Inclusion; and social-emotional learning. This position works directly with staff at partner school districts and charter schools to review program implementation and

promote program fidelity to NC Ed Corps program guidelines. As a member of the Learning Team, this position reports to the Director of Corps Member Experience and Learning.

Because NCEC is a high-growth nonprofit, the Learning Coach must enjoy working in an entrepreneurial environment that is fast-paced, mission-driven, and results-oriented. We seek candidates from diverse backgrounds with a passion for our mission, drive for results, care for students, adaptability, resilience, and humility. A good sense of humor goes a long way too.

## **Responsibilities**

Help recruit the strongest possible team of corps members

- Support corps member recruiting efforts by reviewing candidates for selection and by communicating regularly with a pool of applicants.

Coach corps members to become highly effective early literacy tutors

- Coach and empower corps members in monthly 1x1, small group and whole group sessions.
- Manage NCEC slack channels to enhance corps member engagement.
- Observe corps members live in action to help them connect their values and beliefs to their work, stay centered on their mission to deliver high-impact tutoring, and learn the necessary tutoring and leadership skills.
- Coach corps members around diversity, equity and inclusiveness, to ensure they are making progress in their development and integrating equitable practices in their direct service as tutors.
- Coach corps members around social and emotional learning to ensure that they are able to employ these practices during direct service as tutors.
- Coach corps members on effective tutoring strategies for engaging young students.
- Coach corps members around early literacy development, especially phonics and phonological awareness.
- Help corps members understand the community in which they serve and provide strategies for them to engage and train volunteers at their service site.

Support program implementation of high-impact tutoring model with partner schools

- Participate in meetings to support district implementation of the NCEC program.
- Contribute to program fidelity reports
- Facilitate small group sessions and design learning experiences that offer best practices and create communities of collaboration.

Support program evaluation efforts to ensure extraordinary results

- Maintain accurate and detailed records of coaching sessions with corps members
- Ensure that corps members are progress monitoring student growth and maintaining records as outlined in NCEC program implementation and evaluation plans

Perform other related duties as requested and as responsibilities dictate

## **Qualifications**

### *Required*

- Bachelor's Degree
- At least two years of experience achieving ambitious outcomes as a classroom teacher
- At least two years experience coaching adults in the area of early literacy
- Highly organized and highly detail-oriented, with strong project management and organization skills; able to perform and prioritize multiple tasks seamlessly
- Exceptional verbal and written communication skills
- Highly proficient with Microsoft Office Suite, Google Workspace (e.g., Google Drive), Zoom, and be able to pick up other applications, such as HubSpot, quickly

### *Preferred*

- Educators who have taken and passed Reading Research to Classroom Practice
- Experienced grade level leads, reading interventionists, and curriculum planners
- Passion for and familiarity with the public education sector as well as the nonprofit sector, and the organization's mission
- Proven ability to use outstanding interpersonal skills to build relationships and negotiate challenging situations, often with senior leaders, in a friendly and professional way
- Proactive approach to problem solving, with strong decision-making capability
- Highly resourceful team player, with the ability to be extremely effective independently
- Comfortable in a fast-paced, high-growth organization; demonstrated ability to exceed performance goals, meet deadlines, and adapt to changing circumstances

## **Impact Opportunity**

- Contribute to a once-in-a-generation initiative to advance student achievement in North Carolina with a whole child and educational equity and opportunity focus
- Opportunity to contribute at NCEC at an early stage while it's on a trajectory to become an important fixture in North Carolina's education landscape

## **Additional Information**

We will be supporting schools across North Carolina. This position is primarily remote. There will be required in-person sessions at the Raleigh office and at your assigned corps members' school. We plan to fill multiple positions for this role. Target start date: July 12, 2021.

## **Pay and Benefits**

The hiring range for this position is \$50,000–\$55,000 per year, depending on experience. The position will receive generous company benefits, including health, dental, vision, and life insurance coverage, a 401k, and 15 days of paid time off per year.

**How to Apply**

Please apply through the simple application form on our website [nceducationcorps.org/careers](http://nceducationcorps.org/careers). PDF format is preferred for resumes.