



**POSITION AVAILABLE**

# PRIMARY SCHOOL INSTRUCTIONAL COACH (INTERMEDIATE PHASE FOCUS)

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## **ABOUT OUR ORGANISATION**

Common Good is a Christian faith-based, not-for-profit organisation founded by Common Ground Church in 2005, working in a range of communities. We're passionate about addressing issues of social justice that challenge our city. We seek to make a positive and lasting impact in the areas of early life, education and employment, so that individuals and communities across Cape Town can build brighter futures for themselves.

In June 2016, Common Good was appointed as a School Operating Partner (SOP) in the Collaboration Schools Initiative, a pilot project of the WCED.

## **JOB OVERVIEW**

We are looking for a pioneering, resilient, dynamic individual who will work closely with our education team across our partner schools to provide curricular and instructional coaching to improve learner achievement, provide targeted teacher development and academic support to meet learner, school, and SOP goals. In particular, the Instructional Coach will be responsible for ensuring the professional development and growth of the educators as well as leading the curricular intervention required to close the achievement gap of the learners. This role is vital to instilling a culture of professional growth and development in the educators across our partner schools.

If you are passionate about making a difference in the lives of children by improving the quality of education in South Africa, have the relevant experience and the desire to serve with an organization that loves our City and is passionate about social justice then this opportunity may be just for you.

## **KEY RESPONSIBILITIES**

The duties and responsibilities of the job are individual and varied. They include but are not limited to:

### **Professional Development for Educators**

- Observe, mentor, and provide guidance to identified educators, Heads of Department and subject mentors across a range of subjects, age groups, and schools as our portfolio grows
- Develop capabilities in teacher coaching as identified within schools and grown in SOP
- Contribute to leadership of teaching and learning to ensure alignment to Common Good's goals of academic excellence

- Embed a culture of growth and support in the teachers at our schools
- Provide regular feedback to school leadership based on observations of classroom instruction, content teams, and school-based professional development
- Contribute to the strategic direction of professional development for teachers based on best practices in effective instruction
- Create and deliver professional development programs for schools as required and support/supplement WCED trainings to ensure realization of teacher development goals
- Be accountable for the progress and development of teachers as aligned with SOP targets for school improvement

### **Content and Curriculum Development**

- Drive comprehensive mathematics and language initiatives for both in-school and after-school hours to drive learner achievement, including the Number Sense programme, that can be used as a foundational offering for a growing network of Common Good schools
- Serve as a curriculum expert based on a deep knowledge of the CAPS curriculum content, standards, instructional materials and resources
- Provide instructional expertise to support implementation of intervention programs and strategies for struggling students in mathematics and literacy

### **General**

- Be aligned and committed to Common Good's vision of high expectations and excellence in education

### **MINIMUM REQUIREMENTS**

- A recognized teaching qualification which includes professional teacher education.
- At least 7 years' primary school teaching experience (Intermediate Phase Focus) in a classroom environment.
- Specific experience using proven strategies to improve learner attainment in literacy and numeracy.
- Willingness to contribute to the values and ethos of Common Good is essential.

### **SKILLS AND KNOWLEDGE**

- Previous experience in leading and coaching teachers, including one to one feedback sessions (Advantageous)
- Advanced knowledge of the CAPS IP Curriculum
- Excellent personal teaching and learning practices
- Ability to co-create instructional support plans to foster teacher development
- Advanced computer skills especially in Microsoft Office
- Preferred: Ability to speak, read and write Afrikaans

### **COMPETENCIES AND ABILITIES:**

- Highly proactive with good self-leadership
- Advanced problem-solving and decision-making skills
- A pioneering and resilient spirit that is open to working with various personalities within potentially challenging school contexts
- Competent and skilled communicator with high levels of emotional intelligence
- Approachable and trustworthy
- Excellent interpersonal skills & the ability to develop positive working relationships with individuals & teams
- Mature and responsible attitude towards work with the ability to take ownership of outcomes
- Highly adaptable to the ever-changing education landscape
- Excellent attention to detail
- Excellent time management & organisational skills

**NB!** Your own transport is essential, as you will be traveling between locations regularly.

## APPLICATIONS

To apply, please send a motivational cover letter, your CV and two recent work references to:  
Stacey Calvert ([stacey.calvert@commongood.org.za](mailto:stacey.calvert@commongood.org.za)) by **22 March 2019**.

NB: Indicate the position title in the subject line

NOTE: An application will not in itself entitle the applicant to an interview or appointment. Applicants who fail to meet the minimum requirements will be automatically disqualified from consideration. Applicants who do not receive a reply within one month of submission should deem their application to have been unsuccessful. We reserve the right not to fill the position.