

POSITION AVAILABLE

HIGH SCHOOL INSTRUCTIONAL COACH

CONTRACT TYPE: PERMANENT, 40 HOURS PER WEEK

REMUNERATION RANGE COMMENSURATE WITH EXPERIENCE

THE OPPORTUNITY

For the last four years Common Good has had the privilege of being a pioneering school operating partner (SOP), mandated by the WCED to partner and strengthen a growing network of non-fee paying collaboration schools (now legislated as such) with the goal to improve learner outcomes and close the inequality gap between high performing resourced and no-fee public schools.

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.

YOU'LL THRIVE IN THIS ROLE 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 organisation that loves our City and are passionate about social justice. You are driven to collaborate and partner respectfully with other key change agents and influencers in driving school level change. You are highly proactive with strong self-leadership, a pioneering and resilient spirit that is open to working within challenging contexts.

KEY RESPONSIBILITIES

The successful individual will be responsible for the following duties, which are not limited to:

Professional Development for Educators

- Observe, mentor, and provide guidance to identified high school educators and subject mentors across a range of subjects, age groups, and schools as our portfolio grows within
- 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 the Professional Development and Lead Coach 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

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' high school teaching experience in a classroom environment.
- At least 2 years' experience coaching/mentoring teachers in a high school environment
- Experience as a Grade Head/HOD
- 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.
- Preferred: Ability to speak, read and write isiXhosa
- Your own transport is essential, as you will be traveling between locations regularly

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
- Excellent cross-cultural communication skills

SKILLS AND KNOWLEDGE

- 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

APPLICATIONS

To apply, please send a motivational cover letter, your CV and two recent work references to careers@commongood.org.za by **06 April 2021**

REF: 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.

REASONS TO WORK AT COMMON GOOD:

Common Good is a Cape Town based not-for-profit, working from beautiful premises in Observatory. We are a Christian faith-based organisation responding to social justice issues in three key areas: Early Life, Education and Employment. We have a 10-year track record in development and an annual budget of +R20 million.

We are a diverse team, united by our desire to bring hope, opportunity and dignity to marginalised members of our society. The senior management team is made up of passionate thought leaders with experience in the development sector and corporate world. They bring a well-balanced approach to strategic decision making and operations.

You would work with multi-disciplinary professionals who are committed to excellence and innovation. You will have the opportunity to be a change-maker, contributing to building a stronger society and brighter futures for thousands of men, women and children across our nation.

Watch an introductory video:

<https://bit.ly/2WKdFOS>

STAKEHOLDERS



NKULULEKO MADONKO
CEO | [LinkedIn Profile](#)



DAVID DE KORTE
PD | [LinkedIn Profile](#)

www.commongood.org.za

info@commongood.org.za
+27 (0)21 201 1493
PO Box 36313, Glosderry, 7702
21 Nelson Road, Observatory, Cape Town