Aspire. Achieve. Be the Change

The Akanksha Foundation is a non-profit organization with a mission to provide children from low-income communities with a high-quality education, enabling them to maximize their potential and transform their lives. Akanksha works primarily in the field of education, addressing formal education by initiating school reform through its School Project. Currently, Akanksha reaches out to the 9300 children through its 21 schools in Mumbai, Navi Mumbai and Pune.

Position: School Development Coach

Location: Mumbai

Compensation: Based on skill sets, experience and sector standards

Position Summary:
The role of the coach is an integral one to ensure the school leader is supported by the organization and is given the type of critical feedback s/he needs to set up and manage a school that supports high achievement and achieves the vision of Akanksha. The coach will visit the school as per need of the school (1-2 times a week) to conduct observations on everything from teacher practices to school culture to systems and processes. The coach will have weekly strategy meetings with the school leader to define action steps to achieve the yearlong goals for the school and each class.

What your role will entail:

School Leader Support

- Monitor and support SL through the Akanksha Leadership Competency framework
- Support SL with professional development and student achievement
  - Support SL with the design and process of the Akanksha Competency framework
  - Support SL with the design and implementation of the SDR process
  - Create professional development opportunities for SLs and staff
- Work with the SL to effectively design school processes and utilization of teachers and other resources
- Coaches are responsible to work with a minimum of 3 schools

School Support

- Work collaboratively with the Organization Effectiveness team to drive all aspects of school data and work closely with the SLs to drive instruction utilizing the data
● Work collaboratively with the Instructional team to successfully implement all instructional recommendations
● Work collaboratively with the student enrichment team to ensure that youth development services are abundant in the school
● Support the SL with the mentoring and on boarding of new teachers and mentor the second line of leadership in the school

**Akanksha National Team**

● Share effective practices with all other Akanksha Academies through email, training's, posting on collaborative websites
● Share progress, challenges and strategy plans with Akanksha National team
● Use observations and progress in assigned schools to feed into overall Akanksha Academy systems and processes, helping to develop a strong infrastructure for future schools, including curriculum development, professional development, and other effective practices in all areas
● Ensure there is a timely reporting of any required data/impact from all assigned schools
● Attend all office staff meetings, check-ins and coaching workshops
● Work with the City Director to ensure sustainable systems and structure in the schools they support

**Qualities/Traits:**
To be a successful School Leader Coach, s/he must:
  ● Be positive and solution-oriented
  ● Have excellent communication skills
  ● Have strong instructional knowledge.
  ● Be able to give and receive effective feedback
  ● Believe in the Akanksha Academy vision
  ● Embody the organizational values and culture of rigor, relevance, relationships and reflection

**Experience:**
  ● Have the experience of teaching children in a formal and or non formal school.
  ● Worked with a group of teachers to improve their instructional abilities.
  ● Should have the experience of turning around or improving school's academic performance.

**Reports to: Senior Director School**

Please share your resume on disha.mehta@akanksha.org