



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 8000 children through its 21 schools in Mumbai, Navi Mumbai and Pune.

Position: Teacher Leader

Function/Team: Akanksha School

Reports to: School Leader/Assistant School Leader

Location: Mumbai/Pune

Compensation: Based on skill sets, experience and sector standards

Position Summary: The role of a Teacher Leader forms a critical part of Akanksha's ecosystem of support within the school. Teacher Leaders are key drivers of the school's SDR goals. Within classrooms, they work as aspiring transformational teachers and within the school they are instructional leaders supporting and mentoring other teachers towards one key outcome: placing students on fundamentally different life path. Additionally, they are operating as builders of culture, deliberately setting the culture among the school team as well as modeling that culture.

Overview of the Team: The Akanksha Schools aim to be high-quality schools serving children from low-income communities in Mumbai and Pune. These schools work in partnership with local municipalities, with the vision of creating small clusters of model schools in these cities that can be used to impact the mainstream education system. The School team comprises teachers, teacher leaders, social workers, administrative staff and helpers led by the School Leader.

What your role will entail

Teacher Support (60%)

- To lead a grade level and/ or subject level cluster combination (group of 6-7 teachers max) and to formally mentor and coach cluster by setting goals, conduct frequent observations, provide feedback and monitor progress in the form of review of unit/weekly lesson plans as per expectations set by school leadership (including bi-annual performance appraisals)
- To hold individual co-investigation and mentoring debriefs with specific teachers. Their aim will be to address key levers and targeted professional and personal development.
- To work with school leadership team to plan and execute weekly or monthly professional development workshops for school team in alignment with school goals.

Teaching responsibilities (30%)

Teacher leaders have the opportunity to continue their work in the classroom (A maximum of 12 teaching slots in a week) and develop their potential to become master teachers. For the amount of time they spend in the classroom they are expected to discharge all responsibilities as expected from an Akanksha teacher related to:

- Curriculum Implementation & Planning and
- Building classroom and school culture

Operational Support (10%)

- To plan and execute key daily routines and systems such as assembly, student entry and exit, lunch routines, smooth transitions and or other necessary tasks as defined by the school leader.
- To manage and execute specific projects aligned to the school's goals and vision as determined by the school leader. These may include: managing and analyzing data, handling secondary school requirements, managing and implementing a fair disciplinary system, following up on teacher deliverables.

Personal & Professional Development (Transformational teacher)

- To vigorously seek training opportunities and professional development resources, from both within and outside of Akanksha to transform the lives of their students.
- To actively research best practices from other contexts and implement them within their classrooms and extend support teacher teams to document best practices as well as unit and lesson plans that can be shared across the school and across the network.
- To meticulously note and track student progress within their classrooms. TLs will share learnings and reflections from their classrooms with others.
- To design and implement professional development opportunities for the grade/subject cluster as well as the whole staff based on needs and the school's goals.
- To actively participate in all school and organization trainings that will be laid out at the beginning of the academic year (including new hire inductions and summer school), meetings, sessions, events and other network opportunities.

What you need for this Position

Qualification & Experience:

- Graduate from any stream with a D.Ed/B.Ed preferred for primary and secondary grades respectively
- At least two years of teaching experience.
- Experience working with adults in a professional capacity preferred
- Demonstrated success in building teams and / or supporting peers

Knowledge

- Child development
- Pedagogy and Curriculum
- Strong content knowledge in 1-2 subject domains

Skills

- Planning and Execution
- Communication (Oral and Written)
- Critical thinking, Problem Solving
- Data based decision making

Mindset

- Belief in abilities (self and others)
- Objective thinking
- Resilience
- Self awareness/Continuous Learning