



TST Coach Role Description

2019–2020 Academic Year

Vision and Mission:

We envision an education system in which the best teachers are inspired to stay in their classrooms. Teachers Supporting Teachers works to mobilize and support teachers leader to have a lasting impact in their schools.

Theory of Change:

In Chicago, schools saw an increase in anywhere from three to five percentage points in teacher retention rates when *teachers reported feeling collectively responsible, trusted by their colleagues, and had both influence and leadership opportunities in their schools (Consortium on Chicago School Research)*. At Teachers Supporting Teachers, we strive to foster teacher voice and build the capacity for teacher leadership. We believe that when teachers are empowered, committed, trusted and feel collectively responsible, they are more likely to remain at their schools and create a lasting impact for students.

The Impact Team:

A team of at least 4 full-time school faculty will enact lasting change for students and their school. Led by a Teacher Liaison (TL), this team will meet twice a month to address a need within within their school. (e.g. teacher mentorship, grade-level or department instructional alignment, climate/culture initiatives, teacher-led professional development etc). Through utilizing the TST Project Cycle, and data-driven practices, the Impact Team will work to collectively help meet school-wide improvement goals.



The TST Coach:

A TST Coach supports two Teacher Liaisons (TL) from two different Chicago schools. The TST Coach will support a TL to build an Impact Team at their individual school sites. TST Coaches are high-performing teachers who have previous leadership experience (e.g. running a grade-level or department team). The TST Coach will participate in our summer training program, and then provide tailored, virtual leadership coaching during the school year for their two TLs. Through ongoing support from our organization, the TST Coach's main focus will be to foster TLs who are empowered, committed, trusted and collectively responsible. A TST Coach will support them as they develop and maintain Impact Teams at their TLs' schools. Through their work, TST Coaches gain skills in developing teacher leaders and the opportunity to expand their influence while continuing to work at their current job.



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TST Coach Commitment:

- ❖ Will provide coaching to two Teacher Liaisons through hour-long virtual coaching sessions (3X per month for each TL)
 - Guide TL to build trust, empowerment, commitment and collective responsibility amongst staff leading to teacher retention
 - Guide TL through goal setting, development and maintenance the Impact Team
 - Support TL to collect data 2X per year to determine effectiveness of Impact Team
- ❖ Will attend all TST Training and Roundtable Events (*calendar below)
- ❖ Will engage with online modules and monthly phone check-ins with TST Leadership

Teachers Supporting Teachers Commitment:

- ❖ Will provide coaching training through summer onboarding, monthly check-ins and online modules
- ❖ Will provide Coach with \$1500 stipend (\$750/per semester)

***Calendar of Dates**

When?	What?
6/12/19 (5:30-8:30 pm)	Summer Training
8/28/19 (5:30-8:30 pm)	Fall Kickoff
9/25/19 (4:45-6:30 pm)	TST Coach Round Table
11/20/19 (4:45-6:30 pm)	Coach/TL Round Table #1
3/4/20 (4:45-6:30 pm)	Coach/TL Round Table #2
5/14/20 (5-7 pm)	End of Year Celebrations

Application Process

When?	What?
4/6/2019	Online Application Opens
5/3/2019	Application Closes
5/10/2019	1st Round Decisions/Interviews Scheduled
5/13/2019-5/24/2019	Interviews
6/3/2019	TST Coach Decisions Announced

Apply Here!