

**Job Description: Compass Coach**

Valor Collegiate Academies is a charter school network currently serving over 500 scholars at two middle school campuses in South Nashville: Valor | Flagship Academy and Valor | Voyager Academy. We exist to empower our diverse community to live purposeful, inspired lives. Our goal is for our scholars to graduate with the academic skills, social-emotional skills, and positive character strengths that will rival the outcomes of the best schools in the world.

# What Makes Valor Unique?

* **Balanced approach to education.** We are passionate about creating an environment that sees our foundational responsibility as being far bigger than academics. We’ve created a development model, the Valor Compass, which guides our scholars in developing their bodies, minds, hearts, and spirits in a balanced, integrated manner. Everyone at Valor, faculty and scholars alike, aspires to mastering the disciplines of the Compass and having a Noble Purpose, a Sharp Mind, a Big Heart, and Aligned Actions.
* **High-quality academics, with results among the top in the state.** In Valor’s founding year, our scholars’ ranked #1 in 5th grade achievement of all middle schools in Nashville. Valor was also the only middle school in the state to be in the top 1% in both growth and achievement scores.
* **Personalized Learning through faculty mentorships, expedition courses, and the use of technology.** Scholars at Valor havepersonalized learning plans with unique goals created together between the student, parent, and their faculty mentor. Additionally, scholars participate in two-week “Expeditions,” two-week, in-depth courses driven by student interests, such as robotics, art and music, and computer coding, taking place three times a year.  Finally, Valor will utilize a 1:1 laptop program to drive the personalization of academic courses.
* **An economically and culturally diverse learning environment.** Valor was founded upon the belief that having a truly diverse community of families and learners in a thoughtfully designed model allows for everyone to have a higher quality and more meaningful experience. Our current scholar population is approximately 40% white, 20% Middle Eastern, 17% Hispanic and Latino, 15% African American, and 8% Asian, with approximately half of our scholars coming from lower income and half from middle income homes.

# The Compass Coach Role

The Compass Coach will serve scholars at Valor’s two campuses in the 2015-2016 academic year. Each middle school will have two Compass Coaches. The mission of the Compass Coach will be to ensure that Valor provides a world-class “balanced education,” with the development of social-emotional skills and character strengths as the primary focus of the role.

One new coach will be hired at each Valor campus to work with as part of the Compass Team to oversee Valor’s Compass systems (integrated social-emotional, awareness training, and community development models). Specific responsibilities include:

* Coordinating the Valor Mentor program including Mentor time, Mentoring events, and Individualized Compass Plans.
* Developing and training Valor teachers in the Compass (SEL) curriculum.
* Developing and implementing multiple school-wide Positive Behavioral Support (PBS) interventions and systems.
* Teaching elements of the Compass curriculum.
* Facilitating and training Mentors to facilitate weekly Valor faculty and scholar Circles.
* Assisting Compass Team in implementation of the Off-Compass (discipline and behavioral support) systems.
* Facilitating 1-2 scholar Recommitment (restorative justice) Circles each week
* Supporting high-need scholars and families via Tier 2 and Tier 3 supports and interventions.
* Participating in the Compass Team meetings and carrying out other program elements as needed.

Each Compass Coach will report to the Assistant Principal and work closely with Valor’s Chief Culture Officer.

# Applying for the Compass Coach Position

* **Qualifications**
  + Option One: Mental health background; School Counseling, Social Work, Marriage and Family Therapy or equivalent preferred. Licensure is not necessary but preferred. School-based experience preferred (teaching, counseling, etc.).
  + Option Two: High-performing classroom-teacher background with a demonstrated interest and aptitude for developing scholar social-emotional skill-sets and developing character in students.
* **Characteristics**
* Relentless drive to improve the minds and lives of scholars in and out of the classroom
* Ability to work successfully with heterogeneous groups of an ethnically & economically diverse student body
* Ability to model, live, and reinforce the school’s core values inside and outside the classroom with colleagues, scholars, parents, and the larger community
* Applicants must possess optimism, resiliency, curiosity, perseverance, a sense of humor, and a burning passion for personal growth and student success.

*Please send a resume and cover letter to Lauren Smith at*

[*jobs@valorcollegiate.org*](mailto:jobs@valorcollegiate.org)