



VALOR COLLEGIATE
Academics

Job Description: Compass Coach

We exist to empower our diverse community to live purposeful, inspired lives.

Valor Collegiate Academies is a charter school network serving 1,000 students in the 2017-2018 academic year at its two middle school campuses in Nashville: Valor Flagship Academy and Valor Voyager Academy in grades 5-8. Our scholars will graduate with academic skills, social-emotional skills, and positive character strengths that rival the outcomes of the best schools in the world.

In the fall of 2018, we will be opening our high school serving 9th graders from our two middle schools. We are looking for exceptional classroom teachers who are excited to be part of our founding team.

What Makes Valor Unique?

Top 1% Academics. In 2016-2017, our middle schools scored 5/5 on TVAAS growth data in all grade levels, with our growth performance placing us in the top .03% of all Tennessee middle schools. Though Tennessee did not have state testing in 2015-2016, data from a nationally normed test showed both Valor schools in the top 8% of the 60 elite national charter school networks in the country in both growth and achievement. 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.

Powered by Compass. We are passionate about creating an environment that sees our foundational responsibility as being far bigger than academics. We've created a human development model, the Valor Compass, which helps to guide scholars to have a Noble Purpose, a Sharp Mind, a Big Heart, and Aligned Actions. Scholars are guided by a teacher through phases of the compass within single-gendered, heterogeneous, small "pride groups" of boys or girls.

Diverse, Equitable, and Inclusive Community. 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.

What Makes Being Founding Team Member at Valor Unique?

In addition to the above, being a part of the founding team is unique in that your expertise, voice, and drive will help shape decades of lives as we build the high school together. Not only will you be asked to be an expert in your subject area, but also help set the vision, systems, routines, and traditions that build on the success of our middle schools and help us actualize our mission.

The Compass Coach Role

The mission of the Compass Coach will be to ensure Valor creates a safe, strong, relationship-based school culture for scholars and adults. As part of the "Compass Team", the Compass Coach will work to implement strong "On-Compass" systems (mentor groups, scholar self-directed SEL work, scholar and faculty Circles, school-wide positive behavioral intervention systems, family engagement) and restorative "Off-Compass" systems (restorative discipline, tiered scholar supports, classroom management training and coaching):

- 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 Re-Calibration (restorative justice) supports and 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 high-level aptitude for developing scholar social-emotional skill-sets and developing character in students (preference for strong personal development practice and/or history).

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.

Interested candidates should apply online at www.valorcollegiate.org/work-at-valor