



## ST. LOUIS TEACHER RESIDENCY

### Position Announcement: Secondary Faculty Member

#### Job Description

St. Louis Teacher Residency is seeking an Instructional Faculty Member to support both novice and veteran teachers in our residency and Master degree program. In this role, the Instructional Faculty will be responsible for the professional education and clinical development of teacher candidates across the two-year preparation program, with a goal of ensuring students in St. Louis have access to effective, well-prepared teachers. The Faculty member will collaborate around the outcomes and scope and sequence for content methods courses, ensuring both alignment with state certification requirements and research-based instructional pedagogy. The Faculty member will prepare and facilitate content coursework for both residency candidates and for lead-teachers in a Master's degree program, serving as adjunct faculty through Washington University in St. Louis. The Secondary Faculty Member will also serve as an instructional coach for secondary teachers, providing bi-weekly coaching.

#### About Us

##### OUR MISSION

St. Louis Teacher Residency (STLTR) recruits, trains, and supports high-quality teachers who are committed to the city's public schools. Through a model of rigorous clinical preparation, St. Louis Teacher Residency prepares aspiring teachers who are capable of accelerating student achievement from the moment they enter the classroom as a teacher of record.

St. Louis Teacher Residency is designed as a two-year program, in which teacher candidates earn their Missouri teacher license in the areas of elementary education, or secondary language arts, math, or science at the end of their initial apprenticeship year. In the second year, candidates become a lead teacher-of-record while continuing to pursue their Master's degree with our university partner, Washington University in St. Louis.

##### CORE BELIEFS

In steadfast support of our teachers, and the students, families, and communities they serve, St. Louis Teacher Residency is founded upon and committed to three core beliefs.

- Every student in St. Louis deserves an effective teacher.
- Great teaching results from an understanding of theory, intensive practice, and an ongoing commitment to excellence.
- Teachers thrive in a supportive and joyful professional community, which encourages critical feedback and reflection.

## IMPACT

By training and developing teachers specifically for the St. Louis context, STLTR plays an integral role in alleviating educational inequities that persist in our region along racial and economic lines. Additionally, STLTR is working to address teacher shortages in St. Louis by growing from an initial cohort of 20 teachers to an organization serving 75 teachers each year across multiple support and preparation pathways. In this way, STLTR will impact almost 5,000 new students in each year of operation.

## Core Position Duties & Responsibilities

- **Preparation & Facilitation of Graduate-level Coursework:** Prepare and facilitate effective, research-based, clinically oriented teacher preparation courses in content pedagogy for pre-service teachers and veteran teachers. Ensure that all courses foster the development of anti-racist and culturally sustaining pedagogical practices.
- **Instructional Coaching:** Provide regular, content- and practice-based instructional coaching on a regular basis for both pre-service and veteran teachers. Use effective coaching methods for fostering equitable mindsets, building resilience, live coaching, and lesson preparation protocols and feedback.
- **Program Coaching:** Serve as the primary program coach and advisor for candidates in St. Louis Teacher Residency, providing support for program assignments, certification requirements, and mentor relationships. Serve as a primary liaison with residency mentors.
- **Evaluation:** In collaboration with colleagues on the program team, serve as an evaluator for pre-service residents to measure residents' performance and readiness to serve as a lead-teacher.
- **Progress Monitoring:** Manage cohort of teachers toward meeting teacher preparation and teacher retention goals. Use data collection systems to monitor the team's progress in reaching these goals. Make strategic adjustments to remediate key content. Discuss and analyze resident performance data to inform shifts in coursework, improve program design, and make adjustments to instructional coaching.
- **Cohort Culture & Experience:** Implement strategies, in collaboration with other program team faculty, to maintain a strong cohort throughout the academic year in which candidates feel a strong sense of belonging and membership, and feel valued for their contributions to the cohort.

## Characteristics and Qualifications:

To be a strong fit for this role, a candidate must display a deep understanding of St. Louis Teacher Residency's mission, and strong alignment with this mission in terms of their own mindsets, beliefs, and prior work experiences. We seek a self-starter with a high-degree of personal integrity and who is adept at flexible thinking. Additionally, the candidate must demonstrate evidence of our core values and our commitment to diversity, equity, and inclusion.

The following qualifications are *required* for a candidate in this position:

- Graduate degree in education, curriculum and instruction, or a related field. (*Master's degree required*)
- Minimum of 5 years of professional experience in the field of education.
- Evidence of observing, coaching, and facilitating the development of teachers.
- Deep knowledge of research-based instructional practices and assessment in math and literacy.

- Evidence of setting clear goals, monitoring progress, and making strategic adjustments toward those goals. Evidence of driving student academic growth and achievement in a 5th - 12th grade classroom.
- Evidence of building and leveraging authentic relationships with students, teachers, and/or colleagues from ethnically, racially, and linguistically diverse backgrounds.
- Evidence of facilitating high-impact teacher professional development or clinically-oriented teacher education coursework.
- Experience working in schools that predominantly serve students from low-income neighborhoods and from ethnically, racially, and linguistically diverse backgrounds.
- Awareness of and comfort with issues of diversity, specifically relating to race, class, and gender; ability to engage in and facilitate discussions about diversity, equity, inclusion, and identity.

Additionally, the following qualifications are *preferred*:

- Experience managing and leading others.
- Knowledge of effective components of high-quality curriculum, and how to evaluate the efficacy of curricular materials.
- Experience developing professional development sessions for teachers or developing graduate-level coursework.

**To Apply:** Please send a cover letter and resume to the attention of Anne Lamb, our Managing Director of Program & Evaluation at [alamb@stlteacher.org](mailto:alamb@stlteacher.org). In the subject line, please enter: “Secondary Faculty: Application Materials.”

**Compensation:** The starting compensation for this role is between \$67,500 and \$80,000. Generally, we expect that qualified candidates will receive an offer between \$72,500 and \$75,000. The starting pay will depend on a variety of factors that may include but are not limited to experience, education, and training.

**Learn More:** Questions about the role? Visit our website: [www.stlteacher.org](http://www.stlteacher.org) or contact the hiring manager, Anne Lamb, at [alamb@stlteacher.org](mailto:alamb@stlteacher.org).

*St. Louis Teacher Residency believes in the importance of being a diverse, equitable, and inclusive organization that enables our teachers and staff to thrive. We are committed to building a talented team that reflects the diverse backgrounds and experiences of the students and communities that we serve. As an equal opportunity employer, STLTR hires without consideration to race, religion, creed, gender, gender identity, sexual orientation, national origin, color, age, disability, or any personal characteristic protected by applicable law.*