



Instructional Coach

Are you an experienced educator who is eager to foster an environment where young people grow into science leaders who make a difference in our world?

To inspire the next generation of science leaders, Ocean Discovery Institute creates learning experiences for young people traditionally excluded from science due to race, income status, and educational opportunity. Our students will join high-paying fields, break generational poverty, and change the future of science. Founded in 1999 and through the ongoing support of all our stakeholders, Ocean Discovery students increase their belief that they can become scientists and increase academic achievement. 90% of participants earn a college degree through our leadership program and 60% are in science-related careers. Because of this, we received the *Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring*, our nation's highest honor for advancing the participation of underrepresented groups in STEM. We engage 6,000 students each year and are growing to reach all 10,000 young people in City Heights.

Today, we have a \$4.5 million annual operating budget, with ~50 employees, which is double from just three years ago. For a look at our programs and impacts, please view our video: [Organizational Video - YouTube](#).

Our values guide our students, families, team and supporters and our core competencies reflect our culture and values; it is essential all team members exhibit the following:

Organizational Values

We love learning
We choose leadership
We believe in community
We stand for justice
We imagine possibilities

Core Competencies

Community Driven, Approachable, Trusted & Demonstrates Integrity,
Committed to Work Systems, Action Oriented, & Organizationally Agile
Leadership Competencies
Motivates Others, Manages Strategy and Process,
Develops Direct Reports

Ocean Discovery is an Equal Employment Opportunity/Affirmative Action Employer and deeply understand that diversity, inclusion, and belonging among our teammates is essential to our success. Our goal is to be a diverse workforce that is representative, at all job levels, of the community serve.

Position Summary

As the Instructional Coach, you'll support and enhance the professional growth of our team of Teaching Fellows, a group that provides direct program instruction to our students. You'll focus on improving our Fellows' teaching practices, thereby fostering a more effective and engaging learning environment for students. The Instructional Coach will collaborate closely with Fellows to identify teaching strengths and areas for improvement, develop and implement targeted strategies, and provide ongoing feedback and support. Through observation and 1-on-1 coaching, the Instructional Coach will guide Fellows in adopting best practices, innovative teaching methods, and evidence-based instructional techniques. This role requires a deep understanding of pedagogy, strong interpersonal skills, and the ability to inspire and motivate educators to achieve excellence in their teaching practice.

Duties and Responsibilities

The Instructional Coach holds a part-time position 15-20 hours per week and works directly with the Education Manager. Duties include:

- Coordinating a comprehensive instructional coaching plan centered around Ocean Discovery's "Educator Principles" for effective teaching practice and classroom management.

- Regular 1:1 meetings with a team of 10-15 Teaching Fellows to identify & discuss instructional goals and feedback.
- Conduct program observations (in school classrooms, at coastal field trip sites, and at Ocean Discovery's Living Lab facility) to assess Fellows' progress towards instructor goals.
- Provide constructive feedback and actionable recommendations to Fellows based on observations.
- Lead teach an Ocean Discovery program approx. 1 day/week, modeling Educator Principles for Fellows.
- Support Fellows in the implementation of lesson plans and curriculum materials.
- Foster a reflective practice culture by encouraging self-assessment and continuous improvement among fellows.
- Collaborate with Program Managers to align instructional coaching activities with program-wide instructional goals.
- Stay current with educational research and trends to provide relevant and up-to-date instructional coaching.
- Create and maintain documentation of instructional coaching activities, progress, and outcomes to report to organizational leadership.
- Promote a positive and collaborative learning environment among staff, encouraging peer learning and shared best practices.
- Address and support the diverse needs of Fellows.
- Participate in professional development to enhance instructional coaching skills and effectiveness.

Position Qualifications & Requirements

- Bachelor's degree in Education, Teaching or related field
- Minimum 7 years experience as an educator in a formal or informal K-12 learning environments
- Demonstrated commitment to and passion for advancing equity in education
- Lived or learned experienced working with young people historically excluded from science opportunities such as because of race, income status, and education opportunity
- Experience teaching students who are English Language Learners (ELL)
- Proven ability to build and maintain trusted relationships with diverse colleagues and external audiences
- Bilingual in language spoken in the City Heights community (e.g., Spanish, Vietnamese) highly preferred

Other Requirements:

- Successfully complete a livescan screening process
- Complete a Tuberculosis assessment
- Proof of COVID-19 vaccination
- Have reliable transportation to and from work

Time Commitment & Compensation

- Start Date: August 16, 2024
- Part Time Position (Hourly Non-Exempt)
- 15-20 hours per week, Mon-Fri
- Pay: \$30 - \$35 per hour

Work Environment and Physical Requirements

Work is performed in the classroom, outdoor, and natural settings with occasional time in an office setting. Schedule is generally Monday-Friday between 8:00am-6:00pm. Weekends, evenings, or early mornings may be required for periodic programs and events. Ability to stand and move around indoor and outdoor education spaces, including uneven surfaces for 4-8 hours per day; ability to lift, carry, and position objects weighing up to

35 pounds; move around, occasionally move around the office to access files, educational supplies, office equipment; answer phone calls to coordinate programs and answer questions. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

To Apply

Submit resume and cover letter to Susan Tillman at stillman@oceandi.org by August 1, 2024.