Leadership Coach, West Michigan Leadership Academy

Overview:
The Leadership Academy is a nationally recognized 501(c)(3) nonprofit organization with a clear mission: We build the capacity of educational leaders, at every level of the system, to confront inequities and create the conditions necessary for all students to thrive. We support school and district leaders in using an equity lens to implement a vision, build strong school and district culture, set clear and high expectations, and develop and lead principals and teachers who ensure high-quality instruction and the opportunity for all students to be successful. For us, equity means that children and adults should receive what they each need to achieve their potential, and their race, culture and other characteristics of their identity should not prevent access to opportunities and resources.

Our leadership development, coaching, and support build the capacity of individuals and systems, helping prevent leader turnover and create a bench of strong leaders. Since 2003, The Leadership Academy has worked with thousands of leaders in more than 200 school systems across 36 states, Washington, D.C., and two countries.

Purpose:
Sharing The Leadership Academy’s commitment to effective change, the purpose of the West Michigan Leadership Academy (WMLA) is to improve schools in West Michigan by building a system of leadership development that strengthens school and district leadership capacity to support student learning and achievement, particularly for the most underserved students.

Description:
The West Michigan Leadership Academy Fellowship provides a multi-year professional learning network and individualized leadership coaching for principals, complemented by customized, strategic consulting and capacity-building activities with participating districts. The program includes:
- A regional professional learning network for school principals
- One-on-one principal leadership coaching
- Customized district support

Job Summary:
The West Michigan Leadership Academy is designed to help principals develop the knowledge and skills necessary to create equitable school communities that support learning and achievement for all students. This is a part-time position. Leadership Coaches are knowledgeable about culturally responsive, anti-racist leadership; the socio-political context of P-12 education; instructional leadership; and continuous improvement initiatives. Leadership Coaches receive training in The Leadership Academy’s unique Facilitative, Competency-Based Coaching methodology. As thought partners to school leaders, Leadership Coaches are expected to create a trusting, collaborative environment, enabling principals to engage in critical and targeted reflection on their practice as culturally responsive, anti-racist leaders. Leadership coaching is in service of advancing equity and accelerating student learning and achievement. The ideal candidate for this position thrives in a collaborative work environment, possesses a strong commitment to educational equity and
professional growth, and is ready, willing, and able to engage in dialogues and action around racial equity to raise organizational awareness and support the building of a racially equitable culture internally and externally.

Responsibilities:
• Provides ongoing, competency-based, goal-focused, and individualized leadership coaching to school leader Fellows
• Facilitates professional learning sessions and other customized supports

Required Knowledge, Skills, and Dispositions:
• Understands political landscape of public education in Michigan, specifically Kent County, with professional experience in Michigan school system(s) and/or in leadership coaching strongly preferred
• Demonstrates knowledge and expertise in culturally responsive practice, school and district accountability measures, continuous improvement processes, and school leader competencies
• Can interpret and analyze student achievement data, recognize patterns and trends, and identify subsequent high leverage leadership moves
• Is self-aware, reflective, and thoughtful; values feedback; perseveres through ambiguity and discomfort
• Possesses a belief system founded on a commitment to equitable outcomes for all students and understands the urgency of the work necessary to get there
• Consistently reflects on own beliefs and behaviors, particularly those associated with race and equity
• Values and models the core underpinnings of the WMLA program model including the importance of anchoring the work in leadership competencies, building independence on the part of the principal, and commitment to fostering equitable practice

Required Qualifications:
• Minimum of five years leadership and/or coaching experience in P-12 education and/or the nonprofit sector
• Extensive knowledge and experience in instructional leadership and culturally responsive practice in education
• Evidence of past success in nurturing and building the capacity of others
• Demonstrated ability to develop the leadership skills of others
• Demonstrated success in fostering equitable practice and working with diverse populations
• Willingness to work with school leaders from a variety of school districts and contexts
• Ability to travel locally in the Grand Rapids, MI area; nationally on occasion
• Valid driver’s license
Compensation:
Leadership Coaches for the West Michigan Leadership Academy are part-time employees of The Leadership Academy and are compensated at a rate of $80 per hour.

Location:
The West Michigan Leadership Academy is located in Grand Rapids, MI. Due to the COVID-19 pandemic, all staff are working virtually through July 1, 2021 or until public health measures recommend a return to in-person work. The program occupies physical office space located on the campus of the Kent Intermediate School District at the Kent ISD Conference Center (1633 East Beltline NE, Grand Rapids, MI 49525).

Application Instructions:
Qualified candidates may apply by emailing their resume, cover letter, and desired number of working hours per week to akontras@leadershipacademy.org with “WMLA Leadership Coach (Candidate Name)” in the subject line. In the cover letter, applicants should identify the three to five most important readings or resources that have influenced their thinking and approach to equitable practice. Application materials will be reviewed on a rolling basis and must be received no later than 5:00 p.m. on February 28, 2021.

The Leadership Academy is an Equal Opportunity Employer.
We believe that diversity within our staff contributes to our team’s effectiveness and to our overall success.