



**After School Program Instructional Coach  
(Somerville)**

**About Us and Our Philosophy:**

Breakthrough Greater Boston (BTGB) is a transformative college access and teacher training program. BTGB offers six years of academic enrichment and college preparation to middle school and high school students with high potential but limited opportunities. Simultaneously, BTGB recruits, trains, and inspires a diverse cohort of high achieving college students to become the next generation of urban teachers. Leveraging a Students Teaching Students model, BTGB provides engaging, tuition-free academic programming during the summer and after school. Our students gain the skills and motivation to succeed in rigorous high school courses and in college. Meanwhile, our teachers gain hands-on experience, research-based training, and coaching from professional educators.

Over the past eight years, 97% of our graduating students have matriculated to college, and 82% of them have persisted through their undergraduate years. On average, more than 70% of our graduating teachers have gone on to pursue careers in education. After two decades of success at our original Cambridge site, BTGB embarked upon a significant program expansion and opened a second site in Boston in the summer of 2013. Breakthrough launched programming in its third city, Somerville, during the summer of 2018. As an independent 501c3 nonprofit Breakthrough Greater Boston is part of a national educational movement called The Breakthrough Collaborative working to improve educational outcomes for youth across 25 U.S. cities.

With a deep commitment to our mission, BTGB operates with the highest standards of integrity, and best practices, while also enjoying the ability to be innovative and flexible to meet the evolving needs of our students, families, and teachers. Our team is diverse, high-performing, and dedicated. We continue to build an organizational culture that emphasizes our core values for every member of our community:

- **Spirit:** We cherish and embody the youthful energy and spirit of our students and teachers
- **Continual Learning:** Everyone in our community has something to learn and something to teach
- **Team Together:** We all chip in to accomplish whatever is needed for our teammates and the broader organization

- **Student Centered:** Our students are our first priority and our decisions center around what benefits our students
- **Equity and Opportunity:** We value diversity of identity, background and thought. We treat everyone with dignity and respect
- **Excellence in Everything:** We maintain high expectations for ourselves

#### **ABOUT THE AFTER-SCHOOL PROGRAM:**

BTGB's After School Program is designed for students to connect with the Breakthrough community, receive support on schoolwork, and gain exposure to exciting, rigorous content. Teachers in the program engage with students in educational activities such as chess and juggling before heading to homework support, where they help small groups of students with their schoolwork. Each session concludes with academic workshops that teachers lead on topics including spoken word, engineering by design, chemistry of cooking, and web design.

#### **ABOUT THE ROLE:**

Breakthrough Greater Boston is participating in a math tutoring pilot program during the 2021-22 school-year as part of a grant from the Gates Foundation coordinated by the Breakthrough Collaborative. The Breakthrough Collaborative is working with two research partners, Mathematica and Search Institute, to design and evaluate the pilot program.

The role would begin November 1st and end mid-May. The Math IC will be an essential part of this program, supporting the planning and delivering quality math instruction to Breakthrough students. School Year Teaching Fellows will need support in approaching math instruction from problem-solving, modeling, and deep conceptual understanding, avoiding an over-emphasis on calculation fluency or memorization.

The Math IC will need to help School Year Teaching Fellows understand the curriculum resources provided by the program, supplementing when necessary. The goal of the supportive relationship with a School Year Teaching Fellow for students is the fostering of a sense of belonging and academic confidence, especially in the field of math. Instructional Coaches will collaborate with peers and Breakthrough staff to adjust the program design and evaluate the effectiveness of the implementation.

The Math IC will spend approximately 20 hours conducting training and curriculum review prior to the program starting, approximately 10 hours each week in training and supporting the School Year Math Teaching Fellows tutoring approximately 40 students in Somerville.

#### **Specific Responsibilities of the Math IC Include:**

- Support up to 10 School Year Teaching Fellows throughout the duration of the tutoring project (November to April), providing feedback on lessons planning and delivery and communicating with them on a weekly basis
- Support School Year Teaching Fellows in planning and delivering math lessons (in a tutor-to-student ratio of 1:2 or 1:4) by becoming familiar with the training and curriculum resources

- Assist School Year Teaching Fellows in adapting the curriculum resources, helping to supplement with additional resources when necessary
- Model through interactions and collaboration how to build a learning community that is supportive and inclusive
- Complete evaluations of School Year Teaching Fellows (growth letters, competency rubrics) and share through regularly conferencing
- Support School Year Teaching Fellows in regularly collecting and utilizing formative data (exit tickets, quizzes, practice assignments, unit assessments)
- Build relationships with students in the program and collect observational and formative data about how students in the program are doing (to be used in both program design and impact evaluation)
- Collaborate with other Instructional Coaches (at other affiliate in the tutoring pilot), Breakthrough staff (at Breakthrough Greater Boston and the National Office) to co-design, evaluate, and develop the program throughout the school-year to best serve students and School Year Teaching Fellows
- Engage in opportunities for feedback about the tutoring pilot (some formal, some informal, some required, some optional)
- Other responsibilities depending on capacity, interest, and program adjustments

**CAMPUS SPECIFIC DETAILS**

SOMERVILLE CAMPUS
Location: Somerville High School (81 Highland Ave.)
Position Length: November 1, 2021-May 2022
Program Dates: Every Mon and Wed
Program Hours: Monday - 3:00pm – 6:30pm, Wednesday 3:00-6:30 pm

**QUALIFICATIONS**

- You are a strong candidate for the Math IC role if you are a champion for closing the opportunity gap and increasing social and economic equity and mobility through educational attainment. You are a leader and feel at your best in deep relationships with the communities in which you serve. You love to support students in their learning and their plans for postsecondary success. You are passionate about building authentic relationships with students, family members and caregivers, and the educators at the schools your students attend. You bring content expertise in pedagogy, mathematics and coaching fellow educators. You will also bring experience or demonstrated capacity in the following:
  - Experience working with math curriculum or teaching math highly desirable

- Outstanding track record as a professional classroom teacher, preferably in middle school grades for at least two years
- Excellent presentation, writing, and communication skills
- High degree of flexibility, ability to multitask between projects
- Exceptional interpersonal skills, ability to hold others to high standards while also offering support and maintaining positive relationships
- Ability to deliver positive, constructive, and honest feedback, both written and verbal
- Experience with curriculum development and implementation
- Outstanding knowledge of math and broad knowledge of math curriculum resources
- Experience with and passion for teaching middle school students from diverse backgrounds
- Prior experience with Breakthrough or experience as an educator in Manor ISD is desired but not required
- Bachelor's degree required

#### **COMPENSATION & BENEFITS**

- \$6,000 Stipend
- Supportive culture that invests in individual personal and professional growth (additional funds for professional development available)
- Great opportunity to work alongside experienced educators and staff members
- Recognition for participating in a pilot alongside math educators from across the Breakthrough Collaborative

#### **APPLICATION PROCESS**

To apply, please email your resume and a cover letter detailing your interest in Breakthrough Greater Boston and relevant skills/experience to [jobs@btgbmail.org](mailto:jobs@btgbmail.org) with the subject line "After School Program Instructional Coach." Please indicate your availability to work at our three campuses.

For more information, please visit [www.breakthroughgreaterboston.org](http://www.breakthroughgreaterboston.org)

Candidates for employment and employees are considered without regard to race, religion, color, sex, sexual orientation, national origin, disability, citizenship, military status, gender identity, genetic disposition or carrier status, marital status, or any other characteristic protected by federal, state, or local law.

**Thank you for your interest in Breakthrough Greater Boston!**