



Job Title: Coach
Reports to: Director of Training & Support
Location: Haiti (Artibonite or Plateau Central preferred)

Overall Responsibilities:

The Coach is a key member of Anseye Pou Ayiti's Leadership Development team. A group of pedagogical & leadership development coaches will assist the Director of Training with the creation and implementation of the Anseye Pou Ayiti (APA) teacher leadership programs, including Summer Immersion and sessions taking place over the course of the school year. Each Coach will also be assigned to a portfolio of APA cohort teacher-leaders. For each assigned teacher-leader, the Coach will be responsible for recurring classroom coaching visits, management of the individual Teacher Growth Plan, as well as tracking the teacher-leader's progress based on APA indicators, M&E measures, and observation and feedback tools. The Coach will also serve as a key liaison between the APA team and their teacher-leaders' schools, coordinating sessions between multiple stakeholders including the school directors, parents, and community members. The ideal candidate should bring excellent pedagogical and leadership development skills to the position, as well as enjoy being part of the big picture while successfully driving very specific, detail-oriented work to ensure the highest quality outcomes.

Specific Responsibilities:

1. Under the supervision of the Director of Training, co-create framework and curriculum of training and support for pre-service (Summer Immersion) and two-year fellowship programming, including leadership development components.
2. Research existing standards, curriculum, and best practices across Haitian education sector to inform and supplement APA curriculum development.
3. Manage an assigned portfolio of teachers (approx. 15 teachers per coach), including regular classroom coaching visits, tracking and documenting observation and feedback metrics, and monitoring each teacher's Individual Growth Plan. Serve as primary liaison between assigned teacher and APA, as well as school director, parents, and community members.
4. Co-plan and execute workshop sessions for cohort teachers, both over the summer and during two-year fellowship. Supervise external training providers/session facilitators, as needed.
5. Assist the Director of Training with development of strategic partnerships across Haiti, including with universities, regional-level contact with the Ministry of Education, teacher certification mechanisms, and collaboration with partner organizations.
6. Track, analyze, and disseminate relevant data that drive ongoing progress toward goals for teacher leadership development and support. As needed, coordinate quantitative and qualitative analyses to inform decision-making for current and future workshop sessions.
7. Assist Director of Training with project management duties, as needed.

Qualifications:

1. Belief in the Anseye Pou Ayiti mission and educational model, passionate about equal educational opportunity.
2. Bachelor's degree required and at least 3 years of experience in teacher training or related field, including strong knowledge of pedagogy.
3. Exceptional organizational, communication, and analytical skills, including project management experience and ability to use data to guide actions.
4. Proven ability to invest others in ambitious goals.
5. Proven management and supervision skills, as well as ability to lead and work within a team.



6. High proficiency in working with Information and Technology systems.
7. Strong problem-solving and decision-making skills. Desire to work urgently in an entrepreneurial, fast-paced, results-oriented culture.
8. Fluency in Haitian Kreyol and/or French required.
9. Humility, strong work ethic, sense of humor, and “roll up my sleeves” attitude.

To apply or for more information, contact info@anseypouayiti.org.