



Teacher (PreK-3rd) Springboard Afterschool

Dates: January - May 2017

Location: Select schools, Philadelphia, PA

Thinking about the problem

Millions of low-income children suffer from our nation's persistent reading achievement gap and they lack requisite literacy skills to access life opportunities. Schools continue to make great strides by improving educational practices, but students spend only 25% of their waking time in traditional school settings. What if we were able to capitalize on the remaining 75% of their time? What if we were able to help children spend more time reading after school and during school holidays? What if we equipped families to become their kids' reading coaches at home?

Moving towards a solution

Springboard partners with schools to augment children's reading time beyond traditional classroom hours. Springboard teachers plan targeted reading instruction for prekindergarten through third grade scholars during summer or after school sessions. Teachers conduct home visits and facilitate family workshops to equip family members to become reading coaches for their children at home. Parents and teachers collaborate as a team to help all scholars move towards their individualized learning goals. Springboard strengthens this collaborative work by providing personalized coaching for teachers and by cultivating reading habits in students and family members. We welcome you to join in the collaborative movement.

About Springboard Afterschool:

The Springboard Afterschool program trains teachers to effectively target instruction and coach families in order to accelerate struggling readers' progress during the academic year. Key programmatic components include:

- **Baseline Data:** Teachers hone their assessment technique and obtain crucial information about scholars prior to programming by completing a reliable baseline reading assessment that will serve as the starting point for scholars' learning goals
- **Family outreach:** Teachers lay the foundation for a strong partnership by creating individualized Student Action Plans and sharing them during home visits
- **Coaching:** Springboard Coaches provide one hour of coaching to schools per week and lead weekly, hour-long Professional Learning Community (PLC) sessions training teachers on best practices around individualized literacy instruction and parent engagement
- **Guided Reading:** Teachers lead small-group literacy instruction three days per week afterschool
- **Family Workshops:** Four times throughout the program teachers lead workshops training parents to teach reading

- **Learning Bonuses:** Contingent on parent attendance and commensurate with student reading growth, Springboard distributes learning tools to families during a capstone celebration

Who we're looking for:

We invite passionate educators at Springboard sites to contact their administrators to express interest in teaching during the 2017 Springboard Afterschool session. Teaching with Springboard is an ideal position for an educator with experience in PreK-3rd grade literacy instruction and determination to improve their practice. Teachers must also share an interest in fostering meaningful collaboration with families and using data to differentiate instruction.

Responsibilities:

- Attend and engage in Springboard trainings before the start of programming:
 - *OPTIONAL Teacher Information Session* in November or December 2016
 - 1-hour **Springboard Orientation** in December 2016
 - School-based PLC on **Family Engagement** in December 2016
 - School-based PLC on **Assessment & Differentiated Instruction** in January 2017
 - **Springboard Saturday Seminar** in January 2017
- Conduct family home visits for 15 students, creating a crucial new partnership dynamic with parents
- Assess Springboard scholars and use assessment data to create individualized Student Action Plans; re-assess scholars at the end of the program
- Help students reach reading growth goals by delivering after school guided reading instruction and executing differentiated interventions through Student Action Plans
- Create a positive, achievement-oriented, and structured learning environment that motivates and supports students
- Submit daily guided reading lesson plans via Springboard's online data system (SLINKY)
- Equip families to accelerate reading progress at home by leading four hour-long workshops through the program and make-up workshops as necessary
- Gather and submit data—including attendance, reading levels, and progress towards goals—via SLINKY
- Participate and engage in weekly, one-hour coaching workshops with a Springboard Literacy Coach to review student data, plan interventions, and improve instruction
- Help plan and lead an end-of-program learning capstone celebration, during which families receive the incentives they have earned

Requisite skills & characteristics:

- PreK-3rd grade literacy content knowledge and experience
- Aptitude for guided reading and data-driven instruction
- Strong instructional and classroom management skills
- Enthusiasm for family engagement and a belief in the ability to close the achievement gap
- High level of personal organization and planning
- Desire to improve teaching craft and willingness to respond positively to feedback
- Strong communication skills with students, families, and colleagues

Compensation:

Teachers are hired and compensated (on an hourly basis) directly through their school for 75 hours of work:

- 10 hours for professional development training prior to programming
- 8 hours for student assessment
- 15 hours for home visits
- 10 hours of professional development/coaching during the session (one hour on Mondays for 10 weeks)
- 30 hours of instruction (one hour each Tuesday, Wednesday and Thursday for 10 weeks)
- 2 hours for Learning Bonus Celebration preparation and participation

To apply:

Contact your school administrator to complete the hiring process. Direct further inquiries to:

info@springboardcollaborative.org.

