



Position: Leadership Coach

Why we do this work

Our underlying belief is that every student should have the opportunity to achieve success. We've learned from research and studying the best practices of high performing school leaders; the ones that identify, prioritize, and have the disciplined action to consistently implement the highest impact systems or "big rocks" produce the highest student achievement.

What is BRES?

Big Rock Educational Services (BRES), LLC is a hands-on, collaborative and metrics-based consulting service partnering with traditional public district schools, charter schools and leader training organizations. Since its founding in 2014, BRES has worked nationally in over 200 schools supporting campus and network leaders in realizing their respective visions for excellence. The team at BRES has learned that the most impactful method of helping schools succeed is not the traditional consulting model, but rather working side by side with school and district leadership teams, collaboratively achieving goals together, and building capacity for long-term sustainability.

BRES Mission

Our mission is to help educators deliver their promise of a high-quality education to every child. We believe school leadership teams are central to fulfilling this promise. Through weekly accountability coaching and metrics-based goal setting, we empower school leadership teams with proven practices to dramatically improve student and staff experience.

What is a Big Rock?

A big rock is any school system that has a high impact on student achievement. Based on best practices of the highest performing schools and our experience as former school leaders, schools that select and prioritize the big rocks are the ones that produce the highest student achievement.

BRES Impact

To learn more about our work, our collaborative partners and the results we help them achieve, check out the following link:

- Bigrockeducation.com/results



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What makes BRES unique

1. **Metrics-based** - We establish project goals, define metrics for success and work alongside school leadership teams and network leaders to meet the metrics.
2. **Collaborative** - We collaborate with school leadership teams and network leaders during the entire process. We hold ourselves and our partners accountable to the project goals to ensure student success.
3. **Customizable** - We align our systems to school or district priorities.
4. **Hands-on** - We work weekly alongside school leadership teams and network leaders throughout the implementation process to maximize impact.
5. **Soup to Nuts** - We work with school leadership teams and network leaders from the beginning to the end of the process and create sustainable systems that build capacity for long-term success.

BRES Core Values

We have four core values that ensure fulfillment of our mission. These core values guide our behavior and interactions internally with each other and with the clients we serve. Additionally, these core values help us drive consistent, repeatable, and sustainable results:

- **Growth mindset** - We constantly seek to improve our internal systems, always asking ourselves the following question, "What is the next way I / we can get better for the clients we serve and ultimately for student achievement?" If you like to constantly grow and push yourself and seek coaching on a weekly basis, this might be a good fit for you.
- **Team player** - We are constantly giving and receiving feedback to one another in the spirit of generosity and to arrive at the best possible outcome. Thinking as a BRES team rather than BRES consultant means that major learnings and best practices are shared and used by all staff and thus delivered to the clients we serve. If you seek to share your knowledge and insights and learn from others, this might be a good fit for you.
- **Data-based decision making** - The best decisions are made based on data and not personal feelings. If the following statement resonates with you, "I enjoy making decisions and coaching others based on data and proof points from those who have achieved success rather than what I think or feel", this may be a good fit for you.
- **Relationship building** - We've learned that when we invest in authentic relationships internally with our team and with our clients, we are able to build trust and maximize impact.

Our Incredible Team

Our team is full of core-value aligned people who are passionate and dedicated to our mission of improving the quality of education for every child. We hold true to our core values, push each other to improve for students and consistently give and take constructive feedback. We value everyone's opinion and believe that a diversity of thought is better than single-mindedness. We treat each other as professionals and human beings with their own authentic voice, regardless of where they sit in the organization. We value the opportunity to constantly grow professionally while also being able to lead fully enriched lives outside of the workplace.



Position: Leadership Coach

The Position

This position is full-time. The following is an approximate allocation of time the Leadership Coach (LC) will spend working with clients implementing metrics-based projects.

- **80%: Coaching & Implementation ***
The LC provides weekly coaching alongside school leadership teams to achieve project goals and build leadership capacity. The coaching is metrics-based and the weekly cadence ensures accountability and successful implementation.
 - * 25% to 75% on-site at the school location
 - * Up to 50% out of Dallas-Fort Worth metroplex travel required
- **10%: Internal Coaching & Professional Development**
The LC receives bi-weekly feedback and coaching from one or more members of the BRES team.
- **10%: System Creation / Revision**
The LC works with clients and other members of the BRES team to improve internal systems and coaching guides to better enable clients to meet project goals and metrics tied to student achievement.

What the Leadership Coach would do

- Partner with school leadership teams to create systems, deliver professional development and provide weekly coaching to support successful implementation of the following big rocks:
 - Big Rock Prioritization & Implementation (Calendaring)
 - Student Culture (Whole School & Classroom)
 - Data-Driven Instruction (Weekly Data Meetings)
 - Classroom Rigor (Planning & Execution)
 - Observation & Feedback
 - Additional Instructional Systems

Qualifications

- Proven track-record of high achievement leading school leaders or leadership teams to produce measurable gains
- Evidence of self-motivation and willingness to be a team player
- Bachelor's degree is required
- Three or more years of teaching experience in an urban public or charter school
- Two or more years experience in school or network leadership
- Alignment to BRES's core values

Compensation

- Salary is commensurate to experience starting at \$115,000

Benefits package includes:

- Holidays and Paid Time Off
- Medical/Dental/Vision Insurance
- Short Term Disability / Long Term Disability Insurance
- Telemedicine & Virtual Mental Health
- Flexible work hours
- Retirement account with 3.5% matching funds

Contact

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