



Lead Teacher at iTeach Schools

Overview

iTeach Schools is a fast-growing Teach For India alumni-led startup, focussed on providing a free, foundational, and excellent education to secondary students. Founded in 2015, we now operate eight schools from Grades VIII to X across Pune, in collaboration with Pune Municipal Corporation and one school in Delhi ([Read about our 5 year Journey here!](#)).

Our students hail from Pune's most under-resourced households. The secondary grades are the last laps of intervention for our students, and probably the only real chance we have left to level the playing field between them and their high-income peers.

Currently, in our sixth year, we serve 1600 students and 900 student alumni through a strong team of nearly 170 staff members. In the academic year 2020-2021, we are looking for exceptional instructional leaders to serve as Lead Teachers at our schools, and eventually expand our school network!

Role Summary

The Lead Teacher role has key responsibilities in four main areas - teaching, coaching & managing, project management and school network development ([see this in a 3 min video here](#)). This role is **a stepping stone towards School Leadership** and hence these responsibilities cumulatively imply co-leading your school with the School Leader. We're looking for people who will be eager to design and create effective systems by combining best practices rooted in research with contextual innovation.

Responsibilities

A. Teaching one subject to one grade (25% focus)

- Set the vision of excellence for pedagogy in your school and the entire network, by teaching one grade and one subject at sheer inspiring excellence.
- Develop and execute exemplary unit plans, which employ advanced pedagogical approaches.
- Innovate on design of lessons, execution strategies and data analysis approaches towards inspiring and informing the wider ecosystem of schools.



B. Coaching & Managing a team of teachers (50% focus)

- Lead a team of four to six teachers end to end (performance management, coaching, career guidance).
- Set ambitious goals with your teachers, develop their professional development plans, and set them up for success in realizing their classroom visions.
- Coach your team towards historic outcomes - we employ a hands on coaching model (about 2 hours per teacher per week of coaching) - by supporting them through planning, execution and reflection.
- Co-create the overall culture and strategy as you co-lead the school with the School Leader.

C. Project Management (20% focus)

- Design and execute various projects for the school's program (these could be for holistic development of students, initiatives for parent and community involvement, or for innovation in school practices).
- Measure outcomes and work on continuously improving the design and implementation.
- Document and share the project plans and learnings to enable other schools to replicate.

D. School Network Development (5% focus)

- As the content expert in your area, spread your learnings to other teachers in the network.
- Make your impact sustainable by contributing your work to the Curriculum Team.
- Coordinate the assessments and pedagogy across our network of schools.

Experience & Competencies

- Required: Bachelor's degree in any content area with strong performance.
- Required: 2+ years of exceptional performance as a teacher.
- Preferred: 2 years of work experience in managing a team.
- Advanced proficiency in all aspects of teaching.
- Talent in coaching and managing adults (ability to balance empathy and high expectations).
- Ability to analyze problems from first principles and design sustainable solutions.
- An entrepreneurial mindset, incredibly strong work ethic, willing to learn and critical reflection.