



About Peepul

Peepul is an education-focused non-profit. Our work is aimed at transforming children's lives through quality education. Formerly known as **Ark India**, we have been in India since 2010, and have partnered with government and non-government agencies to execute high-impact education programmes, focused on raising the standard of education in government schools. We exist to show that with the right education, every child can succeed, regardless of their background.

We started supporting our first school in July 2015 in Lajpat Nagar III, Delhi, in partnership with the South Delhi Municipal Corporation (SDMC), which runs 600 primary schools. When we started, only 9 students were enrolled in KG and Grade 1. Through our interventions and focus on quality, we have been able to increase the enrolment over the last two years, and we currently serve over 370 students from the most disadvantaged communities. In addition to enrolment, there has been a significant improvement in retention, attendance, and learning outcomes.

The success of this school enabled us to start supporting two more schools in July 2017, in Amar Colony and Jeevan Nagar, thereby catering to over 550 students across our network. In addition to this, we are partnering with the SDMC to conduct an in-service teacher training programme, which will run through the academic year. This academic year, we will be working with 225 SDMC teachers to build their capacity. Our aim is to create systemic impact and develop a replicable and sustainable model and curriculum that can be used by the government to formulate strategies. We are working towards building a network of high-performing fee-free schools that serve children from the most disadvantaged backgrounds.

Capacity Building Programme

Peepul's Capacity Building Programme in collaboration with the government aims to build the capacity, skills and mind sets of teachers to teach more effectively and create a positive learning environment for students in the classroom.

We plan to give our participant teachers an opportunity to engage more deeply with the training content through classroom observation, coaching and real-time practice in their own classrooms. The teachers will be fully equipped and motivated to try out new pedagogical tools and offered further guidance and support during implementation throughout the two years of the programme. We will also support school leaders to guide their teachers to deliver teaching at a high quality.

Job Description: Teacher Coach, Teacher Training

Reports to: School Mentor

Location: Delhi

Start date: Feb 2019

Salary: Commensurate with experience



Responsibilities

We are looking for a Teacher coach for the programme who will support and guide 10-12 teachers to improve student learning outcomes. He/ She will be working with capacity building team for programme's development, operations, evaluation and reporting, among other things. The Teacher coach needs to be a dynamic and collaborative individual who can provide high quality support to the government teachers.

Key Responsibilities

- Responsible for the academic progress of the 10-12 classrooms under them.
- Facilitate small need-based trainings for the teachers in their professional learning communities.
- Co-observe classroom practices with the school principal and provide feedback to improve teachers' performance.
- Share detailed progress report of teachers with the principals.
- Identifying teachers' need and demonstrate exemplar lesson in schools to improve classroom teaching.
- Coach Mentor teacher in assigned schools.
- Document and organise classroom observation data so that they may be referenced and accessed easily by members of the team.
- Support evaluation procedures to ensure that assessment of teachers' performance and progress is accurate and reliable.
- Adapt and improve the structure and materials of training sessions based on feedback by the School Mentor.
- Provide inputs and advice to School Mentor on development needs of the teacher training programme.
- Capture and share best practices through newsletters, and video documentation of best practices in the classroom.

Person Specification

Experience

- At least 3-4 years of total work experience, having spent at least 2 years in teaching/education sector
- Preference will be given to candidates with NTT, B.El.Ed, B.Ed degrees or to alumni of academic Fellowship programmes like Teach for India
- Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching students from backgrounds of socio-economic disadvantage
- Holistic understanding of curriculum for students and teachers
- Good Facilitation skills for small groups

Behaviours

- Effective management style that encourages participation, innovation and confidence
- Enthusiasm for taking on a start-up role, in what will be a fast-paced, growing, changing network
- Performance orientation - sets and achieves high standards for self and others



- Flexible and adaptable style, responding positively to changing demands
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Resilience and motivation to lead the teachers through day-to-day challenges while maintaining a clear strategic vision and direction
- Genuine passion and a belief in the potential of every student
- Commitment to the safeguarding and welfare of all pupils

Recruitment Process

Application Process

- To apply, please send a copy of your resume along with a covering letter explaining why you are interested in applying for the role, to indiarecruitment@arkonline.org, **ensuring you specify the role you are applying for in the subject line of the e-mail**. Please include the details of at least two referees within your application.

Reference checking & Probation

- As you will be working with children this role will be subject to enhanced background checks. Additionally, all new staff will be subject to a probation period of three months.

More about Peepul

Who we are and how we work:

One principle unites us in all our endeavours: we put children first.

We believe that all children should have choices in life. And we must fight to make this happen. Sometimes that means making difficult decisions – we'll have to say or do things that are hard for us and for other people.

All our actions are driven by what is best for the children we work for.

We are:

Restless

We are proud of our achievements but know that there is so much still to do. So, we never stop striving, and we are ready for new challenges. We will work on new projects, in new communities, wherever we think we can make a difference. We are never complacent.

**Reflective**

We are self-critical. If we think we could have worked in a better or smarter way, we acknowledge that and learn from it.

Resilient

We know that our task is not an easy one. But we are determined to transform children's lives, despite setbacks. When we encounter obstacles, we do not give up. We are tenacious and will see things through.

When we work, we:**Aim high**

We have the highest expectations. We ask everyone to give their best in everything they do. The children at our schools are expected to aim high, and the staff at ARK does the same. We don't accept excuses, and we don't make excuses.

Use rigorous research

We use the latest research and data in all our work, and we scrutinise our results. Our approach is evidence-based, and we direct our resources to those projects that we are sure will make a difference.

Work smart

We work hard to achieve our aims. But, more important, we work smart.

We are systematic, seeking models that are already successful and finding ways of building on that success. We share our expertise – between teams, between schools, across the world. This way, we maximize our results.

Work as a team

Tough challenges take grit and determination, and teamwork too. None of us can succeed on our own. We need to support and learn from each other, and we work best when we work as a team.

Together, we make the biggest difference.