

Job Title: Impact Coach

Reports To: Impact Manager

Job Status: Full time, Exempt

Salary Range: \$48,000-\$64,000

Organization Mission

NewRoot is a national social impact organization that uplifts restorative mindsets in adults to co-create thriving spaces for youth and communities through equity, wellness and radical love. Through coaching and facilitation, NewRoot builds Social Emotional Learning (SEL) skills in adult partners to nurture thriving spaces for young people, leading to elementary, secondary, and post-secondary success and violence reduction. Our diverse and experienced team's work is grounded in our impact pillars: Relevance + Readiness, Culture + Climate, Leadership, and Change + Transition. For more information, please visit www.newroot.org.

Position Summary

NewRoot's Impact Coach facilitates professional learning with strategic partners to improve school and organizational cultures. The primary responsibility for the Impact Coach is to implement high-quality experiential professional learning workshops and on-the-ground coaching support for educators and staff working in and around schools. NewRoot's equity-centered services are often implemented in the context of a long term partnership which includes customized on-the-ground coaching and additional whole-school strategy and system-building support. As part of a highly collaborative team, the Impact Coach partners with colleagues on a daily basis to ensure they receive the most relevant and responsive services to build organizational and individual capacity.

Location

The Impact Coach will serve partners primarily located in and around Chicago. Up to four days per week will be spent at assigned partner sites, typically middle and high schools, during regular school hours. Additional travel to partner sites throughout the Chicagoland Area, regionally, and/or nationally will be required occasionally. As an organization, we are committed to a long-term flexible, hybrid work model. NewRoot's West Loop office is where we gather in-person at least quarterly for collaboration and culture-building and as needed for deep focus work. This role can be done 10% remotely.

Essential duties and responsibilities include, but are not limited to:

Partner Support

- Support relationships with a group of NewRoot's strategic partners by email, phone, and in-person
- Facilitate the timely completion of established deliverables with strategic partners
- Plan, prepare, and facilitate NewRoot's workshops, ensuring engagement, quality, and impact
- Consult/coach school partners--both individuals and teams--to help them create holistic SEL support strategies and build capacity to enact them
- Track, monitor, and share progress toward partner deliverables and goals
- Support the process of keeping high demand PDs current and relevant

- Apply a Continuous Improvement Model to the development of professional learning including the incorporation of partner feedback
- Explore, identify, and support the development of virtual learning opportunities for partners in collaboration with other NewRoot team members

Other

- Participate in NewRoot's Community of Practice and offer support to build internal capacity for facilitation and coaching across teams
- Actively and continuously cultivate new partners
- Utilize coaching tracking tools to measure time spent on servicing partners
- Stay current with research and practices to enhance professional learning offerings
- Preserve organization by keeping proprietary information confidential
- Perform other duties as needed

Required Qualifications

- Commitment to educational equity and restorative practices
- 4+ years of work experience in Education, Social Work, or Youth Development
- Strong relationship building skills with a diversity of stakeholders (youth and adults)
- Engagement in a regular self-reflective practice that enhances sensitivity to and understanding of others across lines of difference, as well as, one's ability to nurture an inclusive environment
- Extensive experience facilitating, training, and/or coaching adults individually and in groups
- Strong understanding of adult learning and the needs of school-based staff
- Ability to communicate in an effective and compelling manner both orally and in writing
- Independent thinker and problem-solver, with strong ability to manage projects and time
- The ability to travel regionally (approximately 80%) and nationally (approximately 10%) as needed. A valid driver's license, reliable automobile, insurance and good driving record.
- Proficiency in, or willingness to quickly learn, Google office (Gmail, Google Docs, and Google Calendar), Microsoft Office applications (Word, PowerPoint and Excel)

Preferred Qualifications

- Bachelor's degree in the areas of Education, Social Work, Youth Development, or a related field
- Experience using Salesforce, or a similar relationship-based database system, to record and engage with data

Benefits

Benefits of working at NewRoot include:

- Being part of a team and organization that is results-driven, mission focused, and committed to work life balance
- Opportunities for growth, leadership, and professional development
- Health, dental, and vision insurance
- 30+ paid days off per year
- Paid parental leave

For more about NewRoot's benefits, please visit: <https://newroot.org/careers/>.

Commitment to Equity

NewRoot Learning Institute is an equal opportunity employer and believes in fostering a diverse and inclusive team. By centering equity in our practice, we work to actively nurture a culture of inclusion where all NewRoot team members are involved, respected, and supported for their diverse identities. Candidates from marginalized communities are encouraged to apply. Please let us know if there are any accommodations you require.

How to Apply

Send a cover letter and resume to jobs@newroot.org. Attachments should be in Microsoft Word or PDF format only. Please include the job title in the email subject line.