

Implementation Coach, New Mexico, Next Education Workforce (Job Requisition ID: JR103045)

Department Statement	<p>ASU’s Mary Lou Fulton College for Teaching and Learning Innovation creates knowledge, mobilizes people, and takes action to improve education. Nationally recognized as a leader in teacher preparation, leadership development and scholarly research, Mary Lou Fulton College for Teaching and Learning Innovation prepares over 8,000 educators annually. MLFC faculty create knowledge by drawing from a wide range of academic disciplines to gain insight into important questions about the process of learning, the practice of teaching and the effects of education policy. MLFC mobilizes people through bachelor's, master's and doctoral degree programs, through non-degree professional development programs and through socially embedded, multilateral community engagement. MLFC takes action by bringing people and ideas together to increase the capabilities of individual educators and the performance of education systems.</p> <p>Aligned with ASU’s charter, MLFC is committed to advancing inclusive excellence in our curricula, programming and institutional relationships.</p>
Time Type	Full-Time
Max Pay	\$86,900 per year – Depends on Experience
Job Description	<p>Actual Salary Range will be \$60,000 - \$116,000 per year; DOE</p> <p>For the past five years, ASU’s Next Education Workforce Initiative has been working with school districts and charter management organizations in Arizona – and now across the U.S. – to envision, design and launch team-based, strategic school staffing models. All told, Next Education Workforce has supported more than 150 schools across nearly 50 districts in 17 states to launch team-based staffing models.</p> <p>We seek a highly-skilled K-12 education leader and experienced coach who is excited to learn about and support the implementation of team-based strategic school staffing in schools and systems in New Mexico and beyond.</p> <p>Our team comprises twenty-seven dedicated professionals who bring a range of experience in P-12 education to the work. We have held roles as superintendents, principals, teachers, paraeducators, teaching artists, and curriculum designers. The person hired for this role will be a member of the Next Education Workforce’s Implementation & Design team.</p> <p>Albuquerque Public Schools is partnering with the Next Education Workforce initiative at Arizona State University to support the redesign of up to 20 middle schools to implement team-based models; foster more engaged, project-based learning; include more authentic student voice; and redesign space and technology systems to support implementation of student-centered, team-based models.</p> <p>The candidate hired for this position will provide in-person coaching and support to New Mexico schools on a regular basis and also organize and host in-person and</p>

	<p>virtual professional learning for schools multiple times each year. The candidate may also support several schools outside of New Mexico to deepen their expertise in coaching schools that are implementing Next Education Workforce team-based models.</p> <p>Next Education Workforce™ models leverage educator teams to improve student outcomes and teacher working conditions. Schools and systems partner with Arizona State University’s Mary Lou Fulton College for Teaching and Learning Innovation to create learning environments where educators collaborate and students belong. ASU prepares education leaders to design and implement staffing changes that address the root causes of low and inequitable student outcomes and teacher shortages and burnout.</p> <p>Arizona State University offers a comprehensive benefits package that includes low-cost health benefits for you and your family, disability and leave programs for income protection, reduced tuition for you and your dependents, resources for employees with disabilities and retirement programs designed to promote long-term savings and provide income upon retirement.</p> <p>If you have questions about this position, please email Andrea LaRocca, hiring committee lead, at andrea.larocca@asu.edu.</p>
<p>Essential Duties</p>	<p>Work with school and district/CMO partners and Next Education Workforce team members to:</p> <ul style="list-style-type: none"> • Synthesize and share implementation patterns and trends across the district/CMO. • Inform strategy for expansion and implementation of team-based models in partner districts/CMOs and across New Mexico. • Provide updates on progress and ensure project outcomes are being met. • Support additional schools as they explore and prepare to launch team-based models. <p>Strengthen strategic partnership and project alignment:</p> <ul style="list-style-type: none"> • Collaborate with district partners and the Next Education Workforce project lead to align coaching efforts with project priorities and district-wide goals. • Synthesize and share implementation trends across schools to inform strategies for scaling and sustaining team-based models within Albuquerque Public Schools (APS) and beyond. • Provide regular updates on progress, ensuring key project outcomes and milestones are met. • Co-design and facilitate professional learning experiences—both in-person and virtual—in collaboration with the APS district and project team. <p>Coach school leadership teams to drive impact:</p> <ul style="list-style-type: none"> • Cultivate strong coaching relationships with school leaders, grounded in trust, shared goals, and mutual accountability. • Guide school leadership teams in aligning their vision, instructional priorities, and team structures to effectively implement team-based models. • Support school leaders in setting clear priorities and goals rooted in the Elements of the Next Education Workforce, developing strong implementation plans, and establishing progress monitoring systems to drive continuous improvement at both the school and team levels. • Curate and provide targeted resources that align with school priorities, ensuring leaders and educator teams have access to high-impact tools that support their implementation efforts.

	<ul style="list-style-type: none"> Facilitate capacity-building strategies that strengthen school leaders’ ability to make informed decisions, develop their teams, and sustain long-term implementation success. <p>Support educator teams through continuous improvement:</p> <ul style="list-style-type: none"> In collaboration with school and system leaders, facilitate structured coaching cycles with pilot educator teams as needed, strengthening team effectiveness, collaborative planning, and the strategic use of shared instructional time. Partner with school leadership to conduct non-evaluative observations and provide actionable feedback that advances team-based model implementation. Use observation and reflection data to identify professional learning needs, recommend targeted resources, and support educators in continuous improvement. Guide teams in leveraging data to inform decision-making, set priorities, and monitor progress over time. <p>Design and facilitate high-impact professional learning:</p> <ul style="list-style-type: none"> Design and facilitate regular professional learning, both in person and virtual, in coordination with the Albuquerque district and project team. Organize and facilitate engaging virtual and in-person professional learning experiences for educators and school leaders. Design learning experiences that extend knowledge, foster collaboration, and build the capacity of school teams to sustain implementation efforts. Create structured opportunities for school leaders and educator teams across school sites to share insights, learn from one another, and solve challenges collectively. Act as a liaison between school leaders and educator teams, ensuring professional learning is connected to real-time needs and implementation priorities. <p>Contribute to a strong and collaborative Next Education Workforce team:</p> <ul style="list-style-type: none"> Engage as an active team member, fostering a culture of trust, accountability, and shared learning to advance collective goals. Collaborate across teams, sharing insights, challenges, and best practices to strengthen impact and refine coaching strategies. Communicate openly and constructively, navigating challenges, resolving differences, and ensuring alignment within the ASU team. Offer support and contribute expertise, reinforcing a team-oriented mindset and collective problem-solving. Engage in reflection and feedback cycles, continuously improving team dynamics and strengthening internal collaboration.
<p>Desired Qualifications</p>	<ul style="list-style-type: none"> Bachelor’s degree in any field AND advanced degree(s) in the field of education or a related field. An ideal candidate for this position lives in New Mexico (or the immediate area) and has a deep knowledge and understanding of the state’s PK-12 schools, school systems and state-level conditions and policies. <p>Experience teaching and leading:</p> <ul style="list-style-type: none"> Experience teaching and leading in PK-12 environments in varied roles, ideally in learner-centered or innovative environments. Experience teaching and leading in secondary settings, ideally in middle school.

- Experience partnering with school and/or system leaders to align implementation strategies with instructional priorities and schoolwide goals.
- Experience working with teams of educators who together support shared rosters of learners, ideally as a school and/or systems-level leader.
- Demonstrated success using data to drive instructional decision-making, track progress, and guide continuous improvement cycles.
- Experience designing large-scale professional learning and networking events for educators that engage and develop educators.
- Experience in mathematics curriculum and instruction, with an understanding of content development, pedagogy, and instructional strategies.

Experience in coaching and supporting complex adaptive change:

- Experience coaching and developing leadership teams to drive school improvement efforts and sustain systemic change.
- Experience facilitating structured coaching cycles, including observations, feedback, and planning sessions, aligned with school priorities to drive continuous improvement.
- Experience fostering trust-based relationships through collaborative, dialogical coaching—engaging in deep listening, asking reflective questions, and co-constructing meaningful goals that drive impactful outcomes.
- Demonstrated ability to ask probing, reflective questions that guide leaders and teams toward deeper learning and strategic problem-solving.
- Proven success in navigating complex challenges with a solutions-oriented mindset, viewing obstacles as opportunities for strategic action and innovation.
- Experience coaching through an inclusion-focused lens, with a track record of shifting behaviors and mindsets to support all students.

Experience successfully managing multiple complex, concurrent projects:

- Thrives in a working environment that prioritizes action, iteration and continual learning with a large, inclusive set of stakeholders
- Experience establishing clear priorities when managing multiple large workstreams with competing demands.
- Experience leading several large-scale, sometimes ambiguous, projects and seeing them through from initial conception to implementation and evaluation.
- Experience managing and delivering results for both in-person and virtual projects and events.

Skillful communication:

- Communicates purposefully and effectively to inspire action and deepen understanding.
- Facilitates solution-oriented discussions and adapts communication to multicultural stakeholders.
- Provides timely, actionable feedback and consistent follow-up on commitments.
- Uses storytelling and data to connect ideas and drive engagement.
- Evidence of proficient use of Google Apps and project management tools.

Skillful relationship building and collaboration:

- Builds and sustains trust-based relationships to foster collaboration and achieve shared goals.
- Cultivates trust with a wide array of stakeholders, including school leaders, educators, and partners.
- Demonstrates empathy and active listening to understand needs and contexts.

	<ul style="list-style-type: none"> Increases the effectiveness of colleagues and K-12 partners through collaboration, constant learning and supporting others; promotes inclusive excellence; respects and is committed to learning from others. Evidence of the ability to foster sustained relationships and partnerships both internally and externally, across all management levels and with an array of stakeholders.
Working Environment	<ul style="list-style-type: none"> This is a remote position. Requires travel within New Mexico for on-site time with partner schools. Travel to Arizona and potentially other regions several times a year. Percentage of travel time varies by month and home location.
Minimum Qualifications	Bachelor's degree and five (5) years of experience appropriate to the area of assignment/field; OR, Any equivalent combination of experience and/or training from which comparable knowledge, skills and abilities have been achieved.
Location	Campus: Remote – New Mexico
Funding	This is a grant-funded position and is contingent on future grant funding
Posting End Date	March 3, 2025
Instructions to Apply	<p><i>Current Employees and Students should apply directly within Workday using the Jobs Hub. Use this link and log in using SSO:</i></p> <p>To be considered, your application must include all of the following attachments:</p> <ul style="list-style-type: none"> Cover letter Resume/CV <p>Note: Multiple documents can be submitted into the attachment box. Alternatively, merge all documents into one PDF for submission.</p> <p>Please include all employment information in month/year format (e.g., 6/88 to 8/94), job title, job duties and name of employer for each position. Resume should clearly illustrate how prior knowledge and experience meets the Minimum and Desired qualifications of this position. NOTE: GA and Intern positions are counted as .5 for job experience (ie. 1 year equals 6 months experience equivalency). Only electronic applications are accepted for this position.</p> <p>Need help finding the right job? We can recommend jobs specifically for you! Create a custom Job Alert by selecting criteria that suit your career interests.</p> <p>Apply before <u>midnight Arizona time</u> on the <u>day before the 'End Date'</u> shown on the top right of this job posting.</p>
ASU Statement	<p>ASU Statement</p> <p>Arizona State University is a new model for American higher education, an unprecedented combination of academic excellence, entrepreneurial energy and broad access. This New American University is a single, unified institution comprising four differentiated campuses positively impacting the economic, social, cultural and environmental health of the communities it serves. Its research is inspired by real world application blurring the boundaries that traditionally separate academic disciplines. ASU serves more than 100,000 students in metropolitan Phoenix, Arizona, the nation's fifth largest city. ASU champions intellectual and cultural diversity, and welcomes students from all fifty states and more than one hundred nations across the globe.</p> <p>ASU is a tobacco-free university. For details visit https://wellness.asu.edu/explore-wellness/body/alcohol-and-drugs/tobacco</p>

	<p>Arizona State University is a VEVRAA Federal Contractor and an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other basis protected by law.</p> <p>Notice of Availability of the ASU Annual Security and Fire Safety Report In compliance with federal law, ASU prepares an annual report on campus security and fire safety programs and resources. ASU’s Annual Security and Fire Safety Report is available online at https://www.asu.edu/police/PDFs/ASU-Clery-Report.pdf. You may request a hard copy of the report by contacting the ASU Police Department at 480-965-3456.</p> <p>Relocation Assistance – For information about schools, housing child resources, neighborhoods, hospitals, community events, and taxes, visit https://cfo.asu.edu/az-resources.</p>
Employment Verification	ASU conducts pre-employment screening which may include verification of work history, academic credentials, licenses, and certifications.
Background Check Statement	ASU conducts pre-employment screening for all positions which includes a criminal background check, verification of work history, academic credentials, licenses, and certifications. Employment is contingent upon successful passing of the background check.
Fingerprint Check Statement	This position is considered safety/security sensitive and will include a fingerprint check. Employment is contingent upon successful passing of the fingerprint check.