



ALL SCHOOL EQUITY COACH

OUR MISSION: Oregon Episcopal School prepares students for higher education and lifelong learning by inspiring intellectual, physical, social, emotional, artistic, and spiritual growth so that they may realize their power for good as citizens of local and world communities.

ABOUT US: Oregon Episcopal School occupies a wooded 59 acre campus where 880 students in Pre-K through 12th Grade share an excellent faculty, an inquiry based curriculum, and a strong sense of community. The School values employees who seek to continually develop the [OES Essential Competencies](#) in themselves and others and are prepared to engage in a vibrant, culturally diverse learning community.

JOB SUMMARY: The all school equity coach is a faculty member who works directly with teachers across all divisions (PreK-12) to develop and improve their teaching practices, especially as these relate to equity, antiracism, and inclusion. The coach uses classroom observation and consultation to support development and implementation of a curriculum that is inclusive and aligned with the School's overall diversity, equity, inclusion, and antiracism (DEIA) initiatives and goals. They report directly to the Director for Inclusion and are a key member of the Office of Diversity, Equity, and Inclusion team. The equity coach collaborates with the associate head, division heads, department chairs, and the teaching and learning specialist to coordinate appropriate programming and targeted classroom interventions to support teachers. In addition to the qualifications below, the successful equity coach will be an experienced, collaborative teacher leader and DEI practitioner and possess the ability to contribute to an inclusive, supportive school climate for all students.

This is a full-time position that comes with a competitive salary, abundant professional development opportunities, and a generous benefits package including tuition remission for up to two admissions eligible children. For more information on benefits at OES visit the [OES Benefits Guide](#).

ESSENTIAL DUTIES:

- Develop, coordinate, and deliver equity and antiracist professional learning and development services. This includes both specifically prepared curriculum and presentations to meet specific teacher/department requests.
- Serve as a consultant to individual teachers/departments to improve curricula and pedagogy with respect to equity, and to help teachers integrate racial literacy throughout their curricula
- Conduct observations of teachers to assist in improving pedagogical practices and curriculum, and problem solve issues of equity in curriculum and student learning
- Co-plan with teachers

MINIMUM QUALIFICATIONS:

- MA/MS or equivalent in curriculum, instruction, education, or a related field
- Three or more years of experience creating and facilitating effective professional development in race equity in meetings and workshop settings

- Expertise in theory, current research, and emerging promising practices in race equity education as applied to instruction, anti-bias education and culturally sustaining practices
- Intercultural competence, ability to interact appropriately and respectfully with individuals from a diverse array of backgrounds, ability to teach and lead diverse groups effectively, demonstrated commitment to equity and inclusion
- IT skills: general digital literacy, intermediate to advanced MS Office Suite, particularly PowerPoint or other presentation software, Google Suite, video conferencing, familiarity with databases, some knowledge of educational technology or willingness to learn, flexibility and willingness to learn and ability to innovate and increase efficiency as digital tools evolve
- Ability to pass a background check and drug screen

PREFERRED QUALIFICATIONS:

- Hold or be eligible to obtain an Oregon Teaching license through Teachers Standards & Practices Commission (TSPC)

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of current and emerging promising practices in teaching adults
- Strong written, verbal, and presentation skills. This includes the ability to express complex ideas with clarity and precision both orally and in writing
- Ability to work with minimal supervision, ability to prioritize and manage multiple projects; ability to solve problems and make decisions
- Interpersonal skills, ability to interact effectively with students and parents, ability to collaborate and work on teams and to maintain collegial relations with colleagues

PHYSICAL REQUIREMENTS:

- Ability to lift and carry up to 25 pounds
- Mobility sufficient to move about the OES grounds in particular
- Ability to see/read text and computer monitors
- Ability to speak to interact with students, parents, and OES faculty & staff

COMPENSATION: Faculty salary scale based on education and years' teaching experience.

APPLICATION INSTRUCTIONS:

- Visit www.oes.edu/careers to learn more about OES and the faculty experience.
- Fill out the [OES All School Equity Coach Application](#)

NOTE FOR INTERNAL CANDIDATES: Login to the payroll system as normal, search for *My Career*, then select *Search for Jobs*. This brings up a menu of all open positions allowing you to apply easily from there

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