



Instructional Coach 2025-2026 School Year

Text **Coach25** to (720) 964-1157 to start the application process!

About Us

Eagle Ridge Academy (ERA) is a college preparatory public charter high school in Brighton, CO. With a focus on academic excellence, ERA ensures students are prepared for success at the college level upon graduation.

- **Top Achievements:**

- Among the highest graduation rates in the Denver Metro area
- Leading SAT and PSAT scores in School District 27J
- 85% of graduates accepted to four-year universities
- 100% of graduates enroll in two- or four-year colleges

About the Position:

[Eagle Ridge Academy](#) is seeking a motivated and self-starting Instructional Coach who leads with integrity, serves as a collaborative team member who inspires students and staff, and develops high-quality relationships within the educational environment. The Instructional Coach is primarily responsible for providing support for the educational process by providing coaching to teachers, increasing rigor in the classroom, and using data, as well as [Teach Like a Champion](#) techniques, to help provide high-quality professional development and coaching.

The position of Instructional Coach was established for the purpose of enriching and enhancing the school's ability to maintain an environment that meets the educational needs of all our students in a safe environment. To this end, the Instructional Coach will be responsible for ensuring that high academic expectations are consistently communicated and maintained. The Instructional Coach will work with students, teachers, and parents to ensure a strong learning-based environment, centered around the culture, mission, and core values of the school.

****The position will start on July 1, 2025, and will require some meetings and training in June of 2025.***

Why Join ERA?

As part of our team, you will guide and inspire students to reach their full potential while preparing them to become lifelong learners and outstanding individuals. You'll join a supportive, collaborative environment dedicated to fostering academic achievement and inclusivity.

Teacher Support & Professional Development

At ERA, you'll benefit from:

- Coaching and mentorship from experienced instructional leaders

- Job-embedded professional learning tailored to your growth
- Training in the **Teach Like a Champion** framework to enhance student engagement and achievement

Compensation/Salary:

- Commensurate with experience and education
- \$65,000/yr - \$80,000/yr

Benefits Overview:

We offer a robust, comprehensive benefits package that includes:

- **Employer-paid benefits package includes:**
 - Medical Insurance: Choice of two UMR United Healthcare Plans or Kaiser HMO
 - Health Savings Account (with employer HSA contribution)
 - Dental Insurance: PPO plan through Delta Dental
 - Vision Insurance: Through VSP
 - Short-Term/Long-Term Disability Insurance
 - \$20,000 Term Life Insurance: Additional supplemental life insurance plans are available voluntarily.
 - Professional Liability Plan: through the Professional Association of Colorado Educators (PACE) - click [here](#) to learn more
 - Employee Assistance Program (EAP) supporting you and your dependents with in-person or virtual support - up to 8 therapy and 8 coaching sessions
- **Paid Time Off:**
 - 6 PTO days per year (with an annual sell-back option at \$25/hour)
 - 6 paid Sick/HFWA days per year (with an annual sell-back option at \$25/hour)
- **Additional Benefits:**
 - Flexible Spending Plans
 - Retirement plan: Colorado (PERA) defined benefit pension with additional voluntary savings options - Click [here](#) to learn more!
 - Voluntary Retirement Savings Plans: 401k, 403b, 457, and Roth IRA
 - Aflac voluntary coverage

For full benefit details, visit our [2024-25 Benefits Page](#).

Essential Job Duties and Responsibilities:

- Collaborates with the admin team to develop and align a rigorous curriculum in every classroom
- Collects instructional data to inform professional development, instructional coaching, and instructional evaluations
- Helps to plan and lead professional development
- Plans and leads instructional data dives
- Conducts instructional observations
- Conducts instructional coaching sessions
- Serves as the school's testing coordinator and attends all required trainings for this role
- Collaborates with the school Instructional Leadership Team (ILT) as well as the school's Campus Advisory Team (CAT)

- Attends and participates in grade-level team meetings
 - Attends and participates in department team meetings
 - Attends and participates in Multi-tiered System of Supports (MTSS) team meetings
 - Collaborates with the admin team for school improvement planning
 - Helps with supervision before, during, and after school.
 - Works to establish and maintain a positive growth-oriented culture that reflects our core values.
 - Collaborates with students, teachers, and parents to ensure that all students are successful in our academically rigorous setting.
 - Collaborates with Teach Like a Champion Consultants
 - Collaborates with parents to increase their engagement with the school
 - Communicates clearly and effectively
 - Works with the Media Coordinator to ensure student, staff, parent, and community awareness
 - Assists with the supervision of student events and activities
 - Attends trainings as necessary
 - Other duties as assigned
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Qualified Candidates must have:

- A Bachelor's Degree
- A valid Colorado Department of Education Teaching License
- A minimum of 5 years of teaching experience in a secondary classroom
- The ability and interest to be part of a high-functioning team.
- The ability and interest to learn continuously and to adapt to changing circumstances.
- The ability to lead with our mission statement and core values at the forefront of all decisions

Preferred candidates will have all items listed under the “Qualified Candidates must have” section as well as:

- A Master's Degree in Educational Leadership or Curriculum & Instruction
 - Experience in a leadership role
 - Experience implementing [*Teach Like a Champion*](#) techniques
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Application Process:

To apply, complete our online application: [Careers At Eagle Ridge Academy](#). We are seeking professional, highly qualified candidates to join our team.

Equal Opportunity Employer:

Eagle Ridge Academy is an equal opportunity employer. We are committed to an inclusive environment for all employees. We do not discriminate based on race, color, national origin, sex, disability, age, religion, sexual orientation, gender identity, or any other protected status in accordance with applicable laws and regulations.

Posting Timeline:

Opening Date: April 25, 2025

Closing Date: May 31, 2025, or until filled

Join our team and make a difference in the lives of our students!