



Job Posting

Literacy Teacher Lead (5 Month contract – August to December 2024)

The Literacy Teacher Lead provides expertise, leadership and support to improve student literacy for the KO First Nation students. The Literacy Teacher Lead will develop and implement strategies and programs to meet the unique needs of our First Nation students and their families, with a focus on student success. The Literacy Teacher Lead will work closely and support all KOBE staff and KO First Nation Education staff in the delivery of student literacy initiatives. The Literacy Teacher Lead is responsible to the Vice Principal k-12 & community education.

Key Responsibilities, Areas of Focus and Description of Duties:

Language & Culture

- Build a vision and create a literacy plan for KOBE Schools incorporating their values;
- Assist and support schools with the planning and tools required to implement structured literacy;
- Work closely with the local teachers in the communities to provide support, training, and coaching as it pertains to reading and writing instruction;
- Literacy Teacher Lead to support language & culture within the community by providing resources on language & culture as needed;
- Support the Indigenous ways of knowing and learning are incorporated into the literacy practices;

Identity: Advocacy/Voice, Partnership/Alignment, Funding

- Determine the areas of need based on previous school assessments of the previous years;
- Work within the budget to provide support to the schools as needed throughout the school year (Budgets will be reviewed in October, January, and March);
- Assist in the delivery of board-wide programming, initiatives, and promoting the KOBE organization, such as, but not limited to, KOBE Summit, KOBE Indigenous Games, Community Showcases, and Annual General Meeting,
- Determine which strategies, technologies, and assessments will best enhance literacy learning across the division (best practices);
- Use literacy data screens to provide evidence of One Year's Growth across the division;
- Using data on student achievement to assist schools with school improvement planning;
- Have a clear understanding of how school data gathered can inform practice at the divisional, school, and classroom levels;



Programs

- Develop an annual work plan for literacy programming throughout the year;
- Support activities and explore potential resources to increase reading and writing achievement levels in the K to 8 grades;
- Complete an inventory of programs in place in Grades K-8 for Reading and Writing. Also, research and evaluate current and potential reading and writing programs as they pertain to the five KOBE communities;
- Ensure schools have resources in place and to assist with acquiring of resources as needed;
- Assist in the preparation for and delivery of assessments in KOBE schools;
- Be aware and support special education programming and tiers of intervention;
- Be aware of the legislation acts, such as Ontario Human Rights tribunal Right to Read report;

People

- Have communication, support, and skills in building interpersonal relationships with key stakeholders.
- Work with other Teacher Leads to ensure cross-curricular connections between Literacy and other areas of student learning and growth;
- Compile and share best practices in literacy and support teaching staff in differentiating by product, process, and content;
- Be part of a wider network with other literacy lead professionals to share and acquire best practices;
- Support teachers in organizing and delivering an effective literacy block through the adoption of best practices as well as appropriate programs such as Ontario curriculum and assessment strategies;
- Travel to the KO communities to deliver professional development (minimum of three school site visits per community per year);

Community Engagement

- Assist teachers in sourcing professional development in literacy resources and to implement the resources in their classroom practice;
- Design professional development to improve specific areas of need addressed in the assessment screening tools as they pertain to literacy and develop a plan in collaboration with educators to promote improved instruction and student learning in both reading and writing;
- Remain vigilant with awareness and communicating regarding various provincial initiatives in literacy in curriculum and supporting documents;
- Develop a plan that outlines ongoing face-to-face and online PD for the school-linked team's instructional lead teacher and then forward it to other applicable staff members for their information;
- Other duties as assigned, including assisting in other projects as requested by the KOBE Director of Education and/or designate.



Knowledge and Skills

- Must be a member in good standing with Ontario College of Teachers;
- 5 years teaching and leadership experience in Ontario or First Nations Schools;
- Have a strong understanding of effective literacy and numeracy strategies, and be able to implement professional development for school staff in these areas;
- Experience in implementing culturally responsive pedagogy, including a deep understanding of Indigenous histories, cultures, and perspectives;
- Knowledge and understanding of First Nation and Ontario education systems;
- Knowledge of and experience with assessments, pedagogical documentation, educational theories and instructional methods, numeracy, literacy and professional principles and practices related to assessment and evaluation of student achievement;
- Knowledge of relevant legislation and regulations pertaining to the education system in Ontario and First Nations and current educational research and strategies and trends;
- Excellent presentation, facilitation and relationship building skills;
- Ability to travel extensively to remote First Nation communities;
- Ability to work independently and as part of a team;
- Fluency in one of our communities' dialects would be considered an asset.

Salary range: \$41,062.32 - \$107,466.32 based on education and experience.

Applicants interested in this position are welcome to submit their resume and cover letter with three recent professional references including your current supervisor and a letter of permission for KO Board of Education to contact these references to: resumes@edu.knet.ca

KOBE gives preference in hiring to members of the KO First Nations, and secondly to indigenous individuals from outside of the KO First Nations. Qualified members of the KO First Nations, as well as indigenous people from outside the KO First Nations are encouraged to apply.

KO First Nation members closing date:
External closing date:

As per policy, applicants should note that COVID-19 Immunization is a condition of employment within KOBE.

KOBE wishes to thank all applicants in advance. However, only those granted an interview will be contacted.