



Rio Grande Academy of Fine Arts Instructional Coach Position

Who We Are:

Rio Grande Academy of Fine Arts (RioGAFA) is a free, public charter school on Albuquerque's Westside that uses arts integration to fuel academic achievement and creative thinking. Our K–12 model supports all learners in meeting and exceeding grade-level standards through a curriculum that blends critical thinking, imagination, and artistic expression.

For the 2025–2026 school year, we proudly serve grades K–4 and 6–8, with plans to grow by one grade each year until we reach a full K–12 continuum.

At RioGAFA, we believe in the power of collaboration between home, school, and community to ensure every student is ready for the challenges of the 21st century. Our students are empowered to ask bold questions and seek deep understanding, envision possibilities and think without limits, create with purpose and solve with imagination, and lead with passion to uplift others through action.

What You'll Do:

The Instructional Coach is a key instructional leader at RioGAFA who partners with classroom teachers to enhance student learning and drive academic achievement in alignment with our arts-integrated and rigorous academic mission. The coach provides ongoing professional development to strengthen instructional practices and support teacher growth based on individual needs and school-wide goals. This role requires deep collaboration, data-driven decision-making, and a commitment to culturally responsive and inclusive teaching.

- Build strong, trust-based relationships with teachers to support professional growth and instructional improvement.
- Facilitate weekly coaching cycles including curriculum planning, data analysis, and observation-feedback meetings.
- Model and support the implementation of research-based, culturally responsive teaching strategies.
- Support implementation of arts-integrated instruction aligned with school-wide goals and standards.
- Analyze student achievement data to inform instruction and identify trends or gaps.
- Support teachers in designing engaging, standards-aligned lessons and assessments.
- Ensure all students receive access to grade-level work and high-quality instruction, including students with diverse learning needs.
- Provide training on instructional technology and curriculum-related digital tools.
- Assist with horizontal and vertical curriculum alignment across grade levels.
- Participate in school-wide goal setting, strategic planning, and maintain an active New Mexico teaching license.
- Assume other reasonable and equitable job-related duties assigned by the Administrator.

What We Provide:

- Work in a community-oriented environment
- Ongoing professional development

- Weekly individualized observations and coaching sessions
- Growth opportunities where through coaching, outstanding teachers can move into leadership positions
- Small Class Sizes
- Competitive Salaries based on NM 3 tiered salary schedule
- Paid leave
- Ability to opt in to the New Mexico educators benefits package

Qualifications:

- Minimum of 3–5 years of successful classroom teaching experience, preferably in a diverse or Title I setting
- Demonstrated expertise in standards-based instruction, data-driven planning, and culturally responsive teaching practices
- Ability to support teachers in designing interdisciplinary lessons
- Experience with coaching, mentoring, or leading professional development for teachers (especially using the Observation Feedback model outlined in *Get Better Faster* by Paul Bambrick Santoyo)
- Proven ability to analyze student data to drive instructional decisions
- Excellent communication, collaboration, and relationship-building skills
- Ability to give and receive feedback with a growth mindset
- Strong organizational and time management skills, with the ability to manage multiple priorities
- Comfort with using instructional technology and digital tools to support teaching and learning
- Commitment to educational equity and ensuring all students access grade-level work

By the time employment begins, the teacher must provide evidence of holding a valid New Mexico teaching license with the correct grade level and content endorsement. Applicants that have a bachelor's and are enrolled in the alternative licensure program WILL be considered. **Those with a dual license in General and Special Education will be given special consideration.**

RioGAFA is an equal opportunity employer committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. Hiring is conditional upon cleared FBI background check and verification of all licensure requirements.

Compensation:

Salary Range: Based on NM's Three Tiered Salary Schedule - depending on verified experience and licensure level.*