



## JD - School Transformation Lead

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### About MANTRA

MANTRA Social Services - Bangalore is a social enterprise registered under Section 25 of Companies Act. Founded by a team of committed and passionate individuals and growing in strength, we believe in the need for an association of like-minded people and organizations to inspire action and sustain change efforts.

### School Transformation and Empowerment Project - STEP

Through our **School Transformation and Empowerment Project**, we strive to promote quality education in schools serving the socio-economically disadvantaged population of the country. Through a multi-staged School Improvement Framework and holistic approach, STEP intends to bring in coherence to school-wide activities aimed at re-defining and improving the quality of outcomes expected at partner schools.

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### SCHOOL TRANSFORMATION LEAD

Our support for partner schools involves a School Transformation Lead placed at the school-site for a stipulated amount of time each week based in project need. Each School Transformation Lead will be assigned two partner schools. The roles and responsibilities are given below. Integrated with the work is also an opportunity to engage in a 20% project leading to a possible intrapreneurship, the summary of which is also shared below.

**This role is most suited for those who wish to work in schools and explore his/her opportunities in the education sector in the long term – either as a professional or social entrepreneur.**

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### Roles and Responsibilities

#### 1. Develop STEP School Engagement Plan

- Work along with MANTRA's team to connect and build relationships with partner schools during initial 'need assessment' stage of STEP
- Based on the STEP framework, analyse needs and co-create a School Engagement Plan for the academic year at designated schools

#### 2. Implementation of STEP at school site

- Create action plan to lead change efforts at school site using existing tools and programs under STEP
- Primary engagement will through implementation of STEP's core teacher development program, with scheduled training and follow up plans
- Implementation will also involve piloting need based programs AND/OR integrating existing programs/solutions from partner organisations

#### 3. Manage relationships

- Foster positive relationships with teachers, school staff and other stakeholders to get buy-in on change efforts required at school level

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- Identify and forge new external partnerships with organisations/people aimed at addressing pressing needs at school site
- Participate in meetings, workshops or related forums/events, as required by school or MANTRA

### 4. Documenting and reporting

- Lead efforts to document and report progress and gaps at school site on a monthly basis
- Adapt tools or surveys to evaluate, collect data and document stakeholder (parents, teachers, students) response to intervention
- Analyse feedback to continually improve effectiveness of program and implementation

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### The 20% with STEP

20% of your work-time as part of STEP will be allotted for collaborative learning in the initial months. This will later evolve into an opportunity, as an individual, to investigate a new idea - to innovate, to create. There are three primary focus areas you could explore that can directly contribute to the project:

1. School Leadership & School Culture
2. Teacher Efficacy & Effective Teaching-Learning Process
3. Parent & Community Engagement

This would help identify your area of interest and explore learning opportunities, something that will contribute towards your self-development and career growth in the long run.

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### Education and Experience:

- A degree in education OR a year or two's experience working with in low-income schools or government schools
- Experience in classroom teaching, delivering educational programs and activities OR experience working on projects with school stakeholders from underserved urban/rural localities
- Strong interest in any of the three areas affecting a school - School Leadership / Teaching Development / Community Engagement

### Competencies:

- Ability to influence and motivate people to work towards a common goal
- Willingness to learn in the face of uncertainty and difficult situations
- Effective planning skills and time-task management
- Effective oral and written communication skills
- Proficiency in Kannada (verbal) would be an added advantage

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**Compensation:** Commensurate with the individual's experience and qualifications

**Location:** Bengaluru

To apply, please send your resume to [ailen@mantra4change.com](mailto:ailen@mantra4change.com)

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