



The Shirley Proctor Puller Foundation

Lead Teacher Position Announcement March 2026

THE OPPORTUNITY

The Shirley Proctor Puller Foundation is seeking a Lead Teacher to support teachers and assistants across 3 sites as they work to accelerate the learning of scholars and help bring them to grade level in reading and math. The next Lead Teacher will join an academic team building upon ten years of success in advancing literacy in the at-risk community of South St. Petersburg as we prepare to expand to serve between 400 and 500 unique scholars annually by 2030.

ABOUT THE SHIRLEY PROCTOR PULLER FOUNDATION (SPPF):

The Shirley Proctor Puller Foundation is a 501(c)(3) organization with a focus on literacy, leadership and workforce readiness. Our mission is to advance reading, math, and science literacy, helping to close the achievement gap for scholars in the at-risk community of South St. Petersburg, FL. We believe that improving academic achievement helps to break the cycle of generational poverty and enhance economic mobility. Our vision is to change the trajectory of South St. Pete residents by preparing our scholars to compete for careers which provide an opportunity for self-fulfillment and the earning power to sustain their families.

SPPF provides direct educational interventions to scholars from kindergarten through 10th grade. The organization leverages a unique model which relies heavily on regular assessments, certified teachers, and research-based curriculum to advance scholars toward grade level performance.

The SPPF M.A.S.T.R. Kids® (Math, Art, Science, Technology, Reading) Program launched in 2016 as a summer camp designed to reduce summer learning loss, the first in the community to focus on academic enrichment at a low cost for families. Community listening led SPPF to two important differentiators: 1) certified teachers and 2) rigorous outcome measurement. By 2020, SPPF had enough positive outcome data to secure funding for an afterschool session, accelerating achievement gains for scholars. By 2021, SPPF had proven to be adaptable and resilient, with the academic model generating success despite COVID. Community demand grew, funders noticed, and SPPF expanded to a 2nd site. In 2023, SPPF launched the High School M.A.S.T.R. Plan Program to address lower rates of high school graduation in the community. In 2025, again prompted by demand and funder support, SPPF opened a 3rd site. Today, we serve nearly 300 students annually from more than 20 community schools. More than 85% of the scholars served are from low-income households.

Data and measurement are key differentiators for SPPF which have allowed the organization to demonstrate a high level of success and continuous improvement. During the last academic year, 73% of year-round scholars were reading on grade level in July '25 vs. 29% in August '24. 94% of scholars attending our summer program avoided the summer slide with 72% of scholars actually improving their reading performance.

All members of the SPPF team have passion for the mission as well as a desire to develop holistic solutions that create success for children and families in the community. Our culture



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requires a level of sensitivity that comes with serving an at-risk population which has developed a healthy distrust of all things viewed as a part of “the system.” A significant majority of the community residents, hence the scholars and families served, are African Americans.

POSITION SUMMARY

The Lead Teacher for The Shirley Proctor Puller Foundation M.A.S.T.R. Kids program helps to ensure the teachers and assistants understand how to accelerate scholars’ learning and bring them to grade level in reading and math.

The position is based in St. Petersburg, Florida. It is a full-time role requiring that a majority of time is spent on-site or in the community. The role requires the demonstrated ability to build trust and relationships in an economically and culturally similar community.

PRIMARY RESPONSIBILITIES

1. Ensure individual profiles are maintained for each scholar to help SPPF teachers understand their needs over time. Review scholar profiles/needs with teacher/assistant pairs at the beginning of every session.
2. Work with teachers/assistants to ensure they understand how to best leverage curriculum and surface any additional curriculum needs to the Academic Officer and/or Site Director for alignment and follow through.
3. Work with the Academic Officer to build a library of SPPF best practices, ensuring “best practices” are documented, aligned, discussed, taught (as needed) and leveraged to deliver best outcomes for scholars with consistency.
4. Observe all teachers regularly providing positive reinforcement and constructive feedback; listening to/documenting the needs of teachers; working with Academic Officer, Operations Director, Site Director and/or HR to follow through on addressing needs of teachers and assistants. Provide Assessments of teachers and assistants semi-annually.
5. Identify and reinforce areas of flexibility to accommodate differences in teaching style while still reinforcing SPPF values and proven academic best practices. Work to help manage Site Directors’ expectations around teaching styles.

POSITION QUALIFICATIONS

- Bachelor’s degree or higher in Education or related subject area
- Valid teaching certificate
- Previous teaching experience 5+ years preferred
- Proven ability to deliver scholar outcomes

DESIRED SKILLS/TRAITS

- Ability to build rapport with peers such that they respect your expertise and appreciate your advice, recommendations, and assistance
- Thorough understanding of educational best practices
- Ability to design engaging standards-based lessons



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- Strong verbal and written communication skills
- Collaborative spirit and working style
- Understanding in observation and ability to relate observations to “best practices” in a way that contributes to individualized development for teachers/assistants
- Excellent organizational and problem-solving skills
- Ability to speak in front of large groups of peers
- Excellent teaching experience with diverse scholar groups, especially black/mixed race scholars from low-income households
- Understanding of processes and procedures for instruction and assessment of core academic subjects
- Ability to relate to and build authentic, respectful relationships with parents in our community (black, mixed race, low income, etc.)
- Ability to mediate and advocate for scholars and families within the Pinellas County School System and with providers of wrap-around service

Must pass a Level 2 DCF Background check and demonstrate legal authorization to work in the United States. Ability to accommodate a flexible work schedule during strategic periods of the year including weeknights, weekends and participation at key events.

SALARY & BENEFITS:

- The starting salary range is \$71,450 - \$74,950 (based on education and experience)
- Flexible, family-friendly schedule
- Paid holidays, vacation, sick and personal days
- 401K savings plan with a 2% company match
- Health insurance allowance through an Individual Coverage Health Reimbursement Arrangement (ICHRA)

HOW TO APPLY:

Applications will be accepted through Friday, March 27, 2026. Our expected timeline for onboarding the Lead Teacher is no later than May 2026.

To be considered for this opportunity, please submit your cover letter and resume in one document to Angela Bridges at angela.bridges@sppf.org.