

## **INSTRUCTIONAL COACH JOB DESCRIPTION**

**PURPOSE:** To improve teacher practice so that all students learn and achieve at the highest levels.

**QUALIFICATIONS:**

1. Coaches must have had a minimum of three years' successful teaching experience.
2. Bachelor's degree acceptable; Master's degree preferred
3. Work well with adults and students
4. Demonstrate depth of content knowledge
5. Display characteristics of a learner
6. Exhibit strong communication skills
7. Demonstrate professionalism
8. Be regular and punctual in attendance
9. Maintain confidentiality of any school system related information
10. Perform duties in a manner promotes good public relations
11. Such alternatives to the above qualifications as the Board may find appropriate and acceptable

**REPORTS TO:** School Principals and LEA Curriculum Director

**GENERAL DUTIES:** The duties of the coach will be to plan regularly with school, LEA, and Alabama State Department of Education (SDE) staff to accomplish the following:

- Influence a commitment to the vision of the Alabama State Department of Education: Every Child a Graduate – Every Graduate Prepared
  - ❖ Support school and LEA literacy efforts to reach the goal of students performing at or above proficiency in all areas
  - ❖ Collaborate with LEA, school, and SDE personnel to plan for and support coaching that impacts teaching and student learning
- Implement, strengthen, and support instruction and intervention efforts K-12
  - ❖ Demonstrate a high level of skill in coaching and instruction in all tiers
  - ❖ Use age-appropriate instructional strategies in all tiers to improve students' skills
  - ❖ Work collaboratively to monitor, analyze, and use data daily in all tiers to make decisions for improved teaching and learning
- Plan and/or facilitate professional learning to improve instruction and student learning K-12
  - ❖ Utilize a variety of coaching strategies to differentiate support (grade level, departmental, and vertical team meetings; individual and peer coaching)
  - ❖ Use a collaborative approach to determine, design, and deliver professional development

**TERMS OF EMPLOYMENT:** Nine months or 187 days (Salary based on the 187 teacher's salary schedule according to the years of public school experience and certificate rank.

**EVALUATION:** Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of professional personnel.

**ADOPTED:** June 17, 2014

Supersedes any prior job description with this and/or similar titles