

The Instructional Coach is a specialized assignment whose primary purpose is to improve academic achievement for all students by building the capacity of teachers as they work to utilize best practices related to instruction and instructional strategies. The Instructional Coach works collaboratively with all members of the school based staff to ensure effective implementation of best practice instructional strategies. The Instructional Coach reports to the School Principal as their primary assignment, and will work collaboratively with the Director of School Effectiveness to ensure alignment between school based priorities and processes and the District Strategic Plan.

Chain of Command

The Instructional Coach reports to the School Principal.

Competencies of the Instructional Coach

The Instructional Coach shall possess deep knowledge of best practices in the area of data, assessment and accountability measures. Additionally, listed below are the leadership competencies required for this position:

- **Accountability:** Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, and sets priorities. Accepts responsibility for mistakes.
- **Communication:** Effectively communicate to audiences in diverse situations through strong written and verbal communication skills.
- **Collaboration:** Works productively and positively with others within and across departments and schools.
- **Innovation-** Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.
- **Problem Solving:** Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
- **Resilience:** Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Results Oriented:** Drives towards achievement of challenging goals, through a disciplined approach to work, using risk analysis, aligning strategy and mission, and regularly reviewing key measures of results.

Essential Duties of the Instructional Coach

- Engage teachers in the coaching cycle to ensure effective implementation of best practices of instruction.
- Provide targeted support, feedback and coaching to early career teachers.
- Collaborate with teachers in designing instruction to meet the needs of all students.
- Conduct professional development on the implementation and use of instructional strategies and processes to ensure strong student outcomes.
- Work with teachers to co-plan units of study, provide over the shoulder coaching, participate in co/team teaching, model lessons, encouraging reflective practices, co-create classroom management techniques which support instruction and facilitate after visitation discussions.
- Facilitate discussions with staff resulting in the collaborative, reflective, accountable, self-evaluative and participative practices that support the educational processes of all students and teachers.
- Plan, facilitate and deliver professional development based on assessed needs aligned with school improvement, district and team goals.
- Engage in professional development to improve coaching, data analysis and content knowledge.
- Facilitate collaborative data conversations among team members around topics such as item analysis and the differentiation of instruction.
- Ensure staff have a deep understanding of their grade level or content curriculum standards and the connection between curriculum standards, instruction, assessment and data analysis.
- Serve as a member of the school based leadership team.

Minimum Qualifications

Bachelor's Degree or post bachelor degree in education is required; based on assignment, Masters Degree in specialized area of assignment may be preferred; or equivalent combination of education and experience to successfully perform the essential duties of the job listed above

Knowledge and experience in the development and evaluation of curriculum and assessments

Valid Arizona Teaching Certification

Certificate with approved area of content

Valid AZ Fingerprint Clearance Card

Preferred Qualifications

M.A.Ed. in Curriculum and Instruction and/or Education Leadership ,

Five years of teaching experience