

# RIVERSIDE PUBLIC SCHOOL DISTRICT 96

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**To:** Dr. Martha Ryan-Toye, Superintendent  
**From:** Angela Dolezal, Director of Teaching and Learning  
**Date:** April 3, 2024  
**Re:** Additional Instructional Coach FTE Request

Instructional coaching officially began in Riverside School District 96 during the 2021-2022 school year. One instructional coach worked with teachers across all grade levels and middle school departments during this school year. A second coach was added for the 2022-2023 school year to alleviate the demand for one instructional coach. However, a personnel issue left the coaching program with one coach from March 2023 to June 2023, which again proved to be a significant amount for one instructional coach. This school year, we have had two instructional coaches from October through February; however, another personnel issue left the coaching program with one coach again for the remainder of the school year.

Coaching in Riverside School District 96 is job-embedded personalized professional learning centered around developing instructional practices that positively impact student achievement. Coaching provides time and support for teachers to reflect on, converse about, explore, and practice new ways of thinking about educating students. Coaching improves practice through reflective discussion about one's processes, increased organizational trust, and shared decision-making.

Currently, District 96 has a ratio of one coach for every 71 staff members. With the addition of one FTE, District 96 would have one coach for every 47 staff members and one coach for every 35 staff members by the 2025-2026 school year. This ratio would allow our coaches to effectively work with a smaller group of staff members, ensuring a more substantial coaching program. Furthermore, growing the program to four coaches over the next two years assures the program can continue to meet staff members' needs successfully should another personnel issue arise in the district that impacts the coaching role.

To ensure an effective and stable coaching program, I recommend hiring one additional instructional coach FTE for the 2024-2025 school year and another for the 2025-2026 school year. Adding two instructional coaches over two years will bring the District 96 coaching program to four instructional coaches.