

Start Date: July 1, 2016

Work Year: 2016-2017 School year (10 month assignment as laid out in the OPTA Agreement)

Compensation: As outlined in the Oak Park Teachers' Association Agreement

Job Title: Instructional Coach

Reports to: Director of Organizational Learning (in collaboration with Building Principal)

Summary:

Instructional coaching, *a research-based, job-embedded approach to instructional intervention*, provides the assistance and encouragement necessary to implement new programs in order to improve student learning for all. The purpose of D97's Instructional Coaching Model is to help eliminate our student achievement gap and accelerate learning for all students by building teacher capacity through implementation of effective instructional practices and differentiation strategies at the classroom level.

Essential Function:

The instructional coach will work as a colleague with classroom teachers to support student learning. The instructional coach will focus on individual and group professional learning that will expand and refine the understanding about research-based effective instruction, with an emphasis on differentiation and personalized instruction. To meet this purpose, the instructional coach will provide personalized support that is based on the goals and the identified needs of teachers and teams. While the coach's primary responsibility is to support the instructional needs of the school to which s/he is assigned, the coaches as a team also have district level responsibilities, including regular collaboration meetings, professional learning and assigned research into specific best practices for instructional processes, as related to topics of interest to the district.

The role of the Instructional Coach is to support the school district and principal's efforts to align professional learning with district and school goals and improve instruction in every classroom:

- Develop positive and supportive relationships with classroom teachers, administrators, and staff
- Design and facilitate professional learning related to effective instructional practices, which include data analysis, differentiation, and technology integration
- Work collaboratively with teachers and staff to support the implementation of the new Illinois Learning Standards (CCSS & NGSS) by modeling, coaching, co-teaching, providing feedback, and supporting grade-level/department Professional Learning Communities
- Support the implementation of all district instructional efforts, with an emphasis on differentiation and personalized instruction including but not limited to the district's 1:1 iLearn initiative
- Recommends and develops resources to align professional learning with high-priority student and educator learning needs
- Serve on District Leadership Team and School Leadership Team; serve as a consult with school-based PLC Teams (as needed)
- Attend district-wide instructional coach collegial meetings twice per month
- Engages and supports colleagues in analyzing and interpreting multiple sources for student, educator and school data to determine professional learning needs
- Connect teachers with appropriate resources to address identified student needs

- Collaborate with staff on the implementation and deployment of technology resources as it relates to differentiation and personalized learning
- Work with School Leadership Team members to interpret assessment results in order to guide instructional practice
- Perform other appropriate tasks assigned by the Director of Organizational Learning and/or building principal

Qualifications:

- Must hold a valid Illinois Teaching Certificate, *required*
- Classroom Teaching experience (minimum of 3 years), *required*
- Experience in integrating technology into instruction as it relates to differentiation and personalized learning, *required*
- Experience with a 1:1 learning environment, *preferred*
- Ability to work as part of a highly functioning team
- Demonstrate the ability to analyze student work and performance data to make informed instructional decisions
- Instructional coaching experience, *preferred*
- Experience with Mac devices (Macbook Airs, iPads, Apple TVs), *preferred*
- Proficiency with Word, Excel and PowerPoint (*Proficiency exam may be required*)
- Excellent communication skills both written and oral
- Demonstrate the commitment to ongoing professional development
- Demonstrate the ability to reflect on and adapt own practice