

## **Instructional Coach Application**

**Application Deadline:** Monday, March 7, 2016

**Positions:** K - 5 literacy coach; 6 - 12 literacy coach

**Purpose:** Instructional Coaches will work to align district goals with best teacher practices in order to promote literacy growth and student achievement.

### **Responsibilities:**

- Instructional Coaches will be responsible for interpreting data and collaborating with staff to identify and improve areas of need based on NWEA, Iowa Assessments, FAST, and other assessments
- Instructional Coaches will work with administrators to coordinate an alignment between professional development and individual teacher career plan goals
- Instructional Coaches will support teachers with data and strategies for instruction, and will promote collaboration by coordinating opportunities for teachers to interact and learn from other teacher leaders

### **Duties:**

- Develop model classrooms in each building and coordinate Model Teachers
- Work with individual teachers to help implement research-based instructional strategies
- Work with administration and teachers to create Professional Development based on teacher and student needs
- Will **not** conduct teacher evaluations

**Additional days:** Instructional coaches' contracts shall be 10 days longer than teachers' contracts. The 10 additional days will be used to strengthen instructional leadership of model teachers, data collection and analysis, research curriculum, and work on alignment. The number of extra contract days is subject to change each year depending on need.

**Length of Assignment:** 1 year (Coaches are encouraged to apply with an intent to work in the role for more than one year. Reapplication needed each subsequent year.)

**Teaching Assignment:** 100% out of the classroom

**Salary Supplement:** For example, in 2015/2016 the salary supplement would have been \$9,208.50. This figure is determined by taking 30% of the base salary. This would be in addition to a regular teacher salary.

**Requirements:** Send all requirements electronically to [TLC@clargold.org](mailto:TLC@clargold.org). In the subject line, please identify the position applying for.

- Write a letter of application addressing why you are interested in this position. Please include discussion on these four areas: leadership, collaboration, improving student performance, and use of instructional data.
- Submit two letters of recommendation from peers (cannot be from a current CGD administrator or a TLC Selection Committee member).
- Provide three references (cannot be from a current CGD administrator or a TLC Selection Committee member).