

Transformation Coach

DEPARTMENT: Curriculum and Instruction.

REPORTS TO: Principal and Assistant Superintendent for Curriculum and Instruction

OBJECTIVE:

The Transformation supports teachers in the implementation of district curricula and instructional strategies across all content areas, with a specific focus on ELA/Social Studies and Math/Science. This role integrates technology into instructional practices, builds teacher capacity, and promotes data-driven decisions to improve student achievement. The coach fosters collaboration and models best practices to ensure high-quality instruction, leveraging technology to meet the diverse needs of all learners. The coach is responsible for ensuring high-quality instruction in classrooms through modeling, co-planning, co-teaching and providing feedback to teachers.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Instructional Leadership:

- Collaborate with teachers to enhance instructional practices in ELA/Social Studies and/or Math/Science.
- Provide co-teaching, modeling, and mentoring to support content delivery and instructional effectiveness.
- Develop and implement action plans to integrate technology into daily instruction.

2. Data-Driven Decision Making:

- Collect, analyze, and use data (e.g., assessments, classroom observations) to inform instructional planning and interventions.
- Assist teachers in evaluating the impact of instructional strategies and refining practices to improve student outcomes.

3. Professional Development:

- Design and deliver training sessions on integrating technology, using data effectively, and implementing instructional strategies.
- Facilitate workshops, small-group sessions, and individualized support for staff to foster ongoing professional growth.

4. Curriculum and Technology Integration:

- Collaborate with district and school-level teams to align instructional strategies with state standards and district goals.
- Support the integration of digital learning tools and platforms to enhance instruction across disciplines.

5. Collaboration and Communication:

- Act as a liaison between teachers, instructional leadership, and the district's Curriculum and Instruction department.
- Foster professional learning communities (PLCs) to share best practices and address common instructional challenges.

- Partner with the Special Education department to align supports for diverse learners.
- 6. Support for Teachers:**
 - Assist in planning and delivering differentiated instruction for diverse student populations, including students with disabilities and English Language Learners (ELLs).
 - Provide resources, feedback, and strategies to help teachers address students' academic and social-emotional needs.
- 7. Technology Advancement:**
 - Promote and model effective use of digital tools to engage students and personalize learning.
 - Support teachers in using technology for assessment, feedback, and instructional delivery.
- 8. Program Evaluation:**
 - Monitor and document the effectiveness of instructional strategies and professional development initiatives.
 - Use feedback to refine coaching practices and ensure alignment with district and school goals.

QUALIFICATIONS/REQUIREMENTS:

- **Educational Background:**
 - A Bachelor's degree in a core content area (e.g., ELA, Math, Science, Social Studies) is required.
 - A Master's degree in Curriculum, Instruction, Educational Leadership, or Educational Technology is preferred.
 - Valid South Carolina teaching certification in a relevant content area.
- **Professional Experience:**
 - Minimum of three years of successful teaching experience in K-12 settings, with a focus on middle or high school instruction.
 - Proven ability to integrate curriculum, instructional practices, and digital learning tools effectively.
 - Demonstrated experience in instructional coaching, professional development, or curriculum leadership.
- **Instructional Knowledge and Skills:**
 - Comprehensive understanding of elementary and/or secondary curricula, instructional resources, and applications.
 - Expertise in analyzing and interpreting assessment data to drive instructional decisions.
 - Ability to support teachers and students in implementing research-based curricula and instructional practices.
- **Communication and Interpersonal Skills:**
 - Strong ability to listen and communicate effectively, including gathering, conveying, and exchanging information clearly.

- Proficiency in preparing professional communications such as emails, correspondence, reports, articles, spreadsheets, and presentations.
- Confidence and poise in speaking to groups of various sizes, including delivering presentations and facilitating professional development sessions.
- **Technological Proficiency:**
 - Skilled in using and teaching digital learning platforms, data systems, and instructional technology tools.
 - Capable of integrating technology seamlessly into instruction to enhance student engagement and learning outcomes.
- **Personal Attributes:**
 - Demonstrates professional curiosity and a commitment to continuous learning and growth.
 - Inspires and motivates teachers and colleagues through effective leadership and positive relationships.
 - Maintains fairness, objectivity, and professionalism in all interactions.
 - Adept at interpreting and carrying out both oral and written instructions with minimal supervision.
- **Organizational and Analytical Skills:**
 - Strong ability to plan, organize, and manage multiple tasks and responsibilities effectively.
 - Proficient in analyzing data, solving problems, and making informed decisions to support instructional goals.
- **Collaboration and Teamwork:**
 - Experience in working collaboratively with diverse teams, including school leadership, teachers, and district-level personnel.
 - Capable of fostering a collegial environment to achieve shared instructional and organizational goals.

KEY COMPETENCIES:

- Commitment to equitable education for all students.
- Expertise in instructional coaching, content integration, and technology tools.
- Capacity to inspire and lead professional growth in a collaborative environment.

This position, **Transformation Coach**, directly impacts student achievement by enhancing teaching practices and ensuring high-quality instruction across content areas. Here's how it contributes to student outcomes and how it can be monitored:

Impact on Student Achievement:

1. Instructional Support and Leadership:

- Coaches collaborate with teachers to improve instructional strategies, ensuring alignment with district curricula and standards.
- By modeling, co-planning, and co-teaching, they provide hands-on support that elevates instructional quality.

2. Data-Driven Practices:

- The use of assessment data helps tailor interventions and refine teaching strategies, addressing specific student needs and improving outcomes.

3. Technology Integration:

- Coaches advance digital learning by promoting tools that enhance engagement, personalize learning, and optimize instructional delivery.

4. Professional Development:

- Teachers gain access to ongoing training and workshops, fostering a culture of continuous improvement that directly benefits students.

5. Collaboration and Communication:

- Building professional learning communities (PLCs) facilitates the exchange of best practices, helping teachers collectively address instructional challenges.

6. Focus on Equity:

- By supporting diverse learners, including ELLs and students with disabilities, coaches ensure that all students have equitable access to quality education.

Monitoring the Position:

1. Program Evaluation:

- Regular monitoring and documentation of the effectiveness of instructional strategies and professional development initiatives ensure alignment with district goals.

2. Data Analysis:

- Student performance data (test scores, progress monitoring) can be reviewed to measure the direct impact of the coach's work on achievement.

3. Teacher Feedback:

- Surveys and feedback sessions with teachers can provide insights into the coach's effectiveness in supporting instructional needs.

4. Observation and Reports:

- Periodic classroom observations and reports can highlight improvements in teaching practices and technology integration.

5. Alignment with Action Plans:

- Evaluating the implementation and outcomes of action plans ensures consistency with district and school priorities.

By focusing on these areas, the position effectively strengthens teaching and learning practices, resulting in measurable gains in student achievement.