

HOOSAC VALLEY REGIONAL SCHOOL DISTRICT
191 CHURCH STREET
CHESHIRE, MA 01225

POSTING

June 16, 2020

HOOSAC VALLEY MIDDLE & HIGH SCHOOL

ACADEMIC COACHING POSITIONS: High-School Openings: Math and ELA - Middle-School Openings: Math

ROLE OF ACADEMIC COACH: The academic coach serves as part of their school's leadership team, providing job-embedded and ongoing professional development for teachers, staff, and students. The coach provides support in data analysis and professional development/ decision making. The coach provides professional development and guidance for teachers to improve their content knowledge and effective delivery of instructional strategies. Overall, the job of the coach is to build the capacity of the school and its teachers to meet the learning needs of all students.

The academic coach's goal is to ensure that school staff acquire the understanding and skills to: 1) enhance instructional practices at the classroom level and 2) raise the level of the student academic achievement.

QUALIFICATION REQUIREMENTS: The effectiveness of any coaching initiative hinges on the selection of a candidate that is highly qualified as a teacher, knowledgeable in content, and skilled in the practices of coaching. The coach must meet the following criteria: demonstrated deep knowledge of the relevant content areas and skillful application of research-based strategies to provide access to content standards for students at risk; demonstrated knowledge and use of a rich array of instructional approaches, resources, and technologies in the relevant content area(s); demonstrated skill in analyzing and using data for instructional decision-making; especially differentiated instruction for students at risk; interpersonal, problem solving, and organizational skills required to effectively facilitate coaching and staff development; ability to design (individually or in collaboration with others) high quality professional development for teachers/school staff; knowledge of equity issues in current educational reform; knowledge and skills to implement a standards-based curriculum.

ROLES AND RESPONSIBILITIES: The roles and responsibilities of the academic coach include: Participation in all required coaching professional development. The coach is charged with acquiring the knowledge, technology skills, and instructional strategies to effectively impact the instructional practices of the teachers that are coached. The coach must remain knowledgeable about current and past research in the specific content area and other pedagogies relevant to the coaching model. The coach is involved with the identification of the school's teaching and learning needs, barriers and weaknesses by analyzing student data, and organizing and implementing problem-solving actions with teachers (in teams and individually) to refine their knowledge and skills. Primary support for teachers will include, but not be limited to, in-class coaching, observing, modeling of instructional strategies, guiding teachers in analysis of student work, developing lesson plans with teachers based on student needs, supporting data analysis, supporting the integration of technology, co-planning with teachers, and conducting classroom walkthroughs. Monitor instructional effectiveness and student progress using tools and strategies gained through professional development INCLUDING but not limited to use of Fastbridge for data analysis and benchmarking. Assistance in collaborative development of district-wide diagnostic and benchmark assessments. Establish and maintain confidential relationships with teachers. The conversations and interactions that the coach has with teachers should remain confidential so that a high level of trust is created and maintained between the teacher and the coach. Communication with supervisor and site administration through a weekly schedule/log of activities. Performance of additional tasks and responsibilities as assigned. **MUST be able to attend 3-day training the week of August 10.**

ACADEMIC COACH IS NON-SUPERVISORY: The role of a coach is separate and apart from the evaluative role of the principal or supervisor of the teacher. The coach advocates for, facilitates, and supports the work of the teacher, but never performs supervision or evaluation. The coach should never confuse providing teachers with consultative feedback requiring professional judgment with supervisory or evaluative responsibilities of the principal.

REQUIRED EDUCATION QUALIFICATIONS: Bachelor's degree from an accredited college or university. Valid Massachusetts teaching credentials in the subject area, including EL certification. Experience in differentiated instruction in a standards-based curriculum. Minimum 3 or more years of successful classroom teaching experience.

Submit applications to:

Colleen Byrd
HS Principal
cbyrd@hoosacvalley.org

Christopher Sposato
MS Principal
csposato@hoosacvalley.org

Deadline: June 30, 2020

Apply To:

Colleen Byrd, Principal
Hoosac Valley High School
125 Savoy Road
Cheshire, MA 01225

Deadline: July 10, 2020