

Red Wing Public Schools Position Description

Teaching and Learning Instructional Coach

General Information

Department: Instructional
 Unit: Teachers
 Immediate Supervisor: Director of Teaching and Learning
 Grade Placement: 19/870
 FLSA Status: Exempt

Position Summary

The Teaching and Learning Instructional Coach has both content and instructional expertise in curriculum design, instructional best practices in the classroom. The Teaching and Learning Coach must understand how to analyze data and use results for instructional improvement. The Teaching and Learning Instructional Coach will demonstrate leadership qualities, interpersonal skills, and personal characteristics necessary for working effectively with new and experienced staff.

Essential Duties and Responsibilities

1.	<ul style="list-style-type: none"> • Engage in job-embedded coaching with teachers in the area of curriculum, instruction, and assessment with a focus on integrating innovative instructional/behavioral practices into daily instruction. • Build capacity and leadership in other staff through consultation, collaboration, direct instruction, and job embedded coaching through a growth mindset
2.	<ul style="list-style-type: none"> • Collaborate on the design, implementation, and facilitation of professional learning around innovative instructional/behavioral strategies. • Work positively toward meeting identified district and building improvement goals
3.	<ul style="list-style-type: none"> • Demonstrate willingness to assume a leadership position by facilitating professional collaborative groups among teachers focusing on continuous improvement
4.	<ul style="list-style-type: none"> • Demonstrate knowledge and expertise in equity and culturally responsive teaching practices
5.	<ul style="list-style-type: none"> • Assist teachers in obtaining resources to support instructional and professional learning
6.	<ul style="list-style-type: none"> • Provide leadership in assessment to ensure classroom assessments are aligned with standards, curriculum, and instructional priorities • Assist with analyzing and interpreting data for promoting instructional improvement, improving student learning, and assisting in individual or district-wide staff development
7.	<ul style="list-style-type: none"> • Provide coaching with Multi-Tiered Systems of Support
8.	<ul style="list-style-type: none"> • Assist building principals in providing leadership for the curriculum, instruction, and assessment, or behavior.
9.	<ul style="list-style-type: none"> • Performs other duties of a comparable level or type as apparent or assigned by his or her supervisor(s).

Required Education, Training, and Work Experience

Experience/Training:	Experience or training in Instructional Coaching
Degree Information:	MA Required
Major Field of Study or Degree Emphasis:	Education or related field
Required Work Experience:	5 years successful teaching, training in PBIS, proven record of improving student achievement.
Licenses / Certifications Required:	Valid MN Teaching License

Essential Knowledge Required to Perform the Essential Functions of the Position (Examples below)

- All essential knowledge required by Licensed K-12 Teachers.
- Social-emotional learning theories and implementation.
- Academic, social, behavioral, and relational development and support.
- Adverse Childhood Experiences (ACEs) support strategies.
- Behavior intervention planning and implementation.
- Positive Behavioral Intervention Supports (PBIS).

Essential Skills Required to Perform the Work (Examples below)

- All essential skills required by Licensed K-12 Teachers.
- De-escalation and behavior intervention.
- Collaborating with staff members to develop and implement social-emotional curriculum.
- Collaborating with staff members to develop and implement behavior management plans.
- Training and presentation skills in individual and group settings.
- Resolving conflicts

Typical Physical Demands for this Position

Summary of Physical Job Requirements:

Physical requirements associated with the position can be best summarized as Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull, or otherwise move objects.

Physical Job Requirements:

	Amount of Time Spent			
	None	1/3 or Less	1/3 to 2/3	Over 2/3
Physical Activities				
Stand			x	
Walk		x		
Sit			x	
Fine motor skills			x	
Reach with hands or arms		x		
Climb or balance		x		
Stoop, kneel, bend or crawl		x		
Talk or hear			x	
Taste or smell	x			
Lifting / Forcing Exerted				
Up to 10 pounds			x	
Up to 25 pounds		x		
Up to 50 pounds		x		
Up to 100 pounds		x		
Over 100 pounds		x		

Unusual or Hazardous Working Conditions Related to Performance of Duties:

Duties are generally performed in a typical school setting where there are minimal environmental hazards and risks. Employee(s) may be exposed to disagreeable conditions involving human/student/parental contact. Duties also involve working irregular or evening hours due to events, contests or other functions.

Classification History and Approval

Created (Date Created or Revised): 8/10/2022