



CHARIHO REGIONAL SCHOOL DISTRICT

Job Description

Position Title	Induction Coach
Reports To	Assistant Superintendent / Principal / Director
Level/Grade	N/A
Type of position:	<input type="checkbox"/> 12 Month <input type="checkbox"/> 10 Month <input type="checkbox"/> Contractor <input checked="" type="checkbox"/> Extra Curricular

The Induction Coach will provide instructionally-focused, data driven, differentiated and individualized support to teachers of career and technical center programs who are in their first, second, or third year of employment, with no previous teaching experience. The schedule and scope of support will be determined in consultation with the Career and Technical Center director. The primary goal of the Induction Coach is to improve the instructional practice of new teachers, thus positively impacting student achievement. All activities are completed with the new teacher. Appointment is via the interview process.

Qualifications

- Certified teacher

Essential Duties and Responsibilities (*other duties may be assigned*)

- Displays general understanding of the curriculum and adheres to the policies and related directives of the Chariho Regional School District.
- Seeks opportunities to expand the understanding of the curriculum with others through the Induction Program.
- Promotes the attainment of the District's Mission, Vision, and Strategic Plan.
- Displays strong and deep knowledge of the philosophical foundations and purpose of the Induction Program.
- Applies and models current research-based best instructional practices and strategies to deliver the curriculum.
- Models protocols to analyze student work with new teachers.
- Uses formative assessment tools to observe.
- Co-plans and co-teaches.
- Provides guidance related to the teacher evaluation systems.
- Models how to assess student performance and create plans to adjust subsequent instruction.
- Models and frames teacher reflection activities.
- Promotes culture of professionalism.
- Works to engage parents, school resources, and outside agencies.
- Assists with the identification of professional resources to address performance needs.
- Identifies opportunities to integrate CCSS and other appropriate national standards into the curriculum.
- Integrates technology to more effectively deliver the curriculum and specially designed instruction.
- Communicates high and clear expectations.
- Assists students in monitoring their own progress.
- Contributes to collaborative planning activities.
- Consults and collaborates regularly, and professionally with colleagues, in service to students.
- Takes responsibility for personal professional growth.
- Participates in school events and in-school and/or department improvement efforts as appropriate.
- Performs administrative duties, including but not limited to budgeting, ordering of supplies, etc., as appropriate.
- Other duties as assigned by supervisor.

Supervises

N/A

Skills Required

- Ability to read, analyze, and interpret general business periodicals, professional journals, test data, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups, staff, parents, and the general public.
- Ability to calculate figures and amounts.
- Ability to utilize current technology for instructional purposes, communication, data analysis, and access to research.
- Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret a variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.
- Ability to apply knowledge of current research and theory in specific field. Ability to establish and maintain effective working relationships with students, staff, and the community. Ability to communicate clearly and concisely both in oral and written form. Ability to perform duties with awareness of all district requirements and school committee policies.

Physical Demands

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is regularly required to stand, walk, sit, and talk or hear. Specific vision ability required by this job includes close vision and distance vision. Frequently, driving is required to meet the demands of this job. Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints and interact with the public and with other workers. The position may require the employee to work irregular or extended hours, direct responsibility for the safety, well being, or work output of other people, and meet multiple demands from several people.

Work Environment

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- The noise level in this environment may be loud, depending upon the activity in the particular part of the day and location.

Education Requirements

Bachelors' Degree

Terms of Employment

Work year, salary, and benefits established by the School Committee.

Created 7/9/2014

Revised 7/24/2014

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.