



*“Building a  
Foundation for  
Lifelong  
Learning”*

## CECIL COUNTY PUBLIC SCHOOLS

### DEPARTMENT OF HUMAN RESOURCES

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D’Ette W. Devine, Ed.D.  
Superintendent

Lauen C. Camphausen  
President, Board of Education

**PLEASE POST**

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May 3, 2012

CLOSING DATE: Monday, May 21, 2012

### **INSTRUCTIONAL COACH - SECONDARY**

#### **GENERAL PURPOSE OF POSITION**

Under the direction of the Associate Superintendent for Education Services and in collaboration with a network of colleagues, including but not limited to executive directors, instructional coordinators, building administrators, challenge and special education resource teachers, the instructional coach will provide professional development to teachers, across all grade levels, in the areas of instructional strategies, content mastery, classroom management and assessment. This position may be a fluid experience from classroom teacher to professional developer to classroom teacher.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES OF POSITION**

1. Works collaboratively with schools, instructional coordinators and resource personnel to develop high quality professional development opportunities in the following areas: content planning, instructional strategies, assessment and management and organization.
2. Provides instructional support focused on the Cecil County Public Schools philosophical framework, and the Common Core Curriculum through the following means: planning, collaboration, modeling, coaching, technical assistance, data collection and feedback.
3. Works collaboratively to promote highly effective instructional strategies that are utilized throughout the implementation of a rigorous county curriculum.
4. Provides guidance and support to teachers as they develop disciplinary and interdisciplinary concepts, select differentiated approaches to deliver instruction, and modify and manage instructional plans and materials to meet the needs of all students.
5. Maintains appropriate professional development artifacts which may include written or electronic records, logs, video and audio recordings.
6. Acts as a contact and resource person for supplemental programs that extend student learning.
7. Participates in school and county workshops as directed.
8. Communicates the programs goals and interacts with students, parents, teachers, administrators and community members to establish a collaborative learning network.
9. Maintains regular, on-time attendance.
10. Perform other duties as assigned.

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**Our mission is to provide an excellent Pre-Kindergarten through graduation learning experience that enables ALL students to demonstrate the skills, knowledge and attitudes required for lifelong learning and productive citizenship in an ever-changing, global society.**

### **MINIMUM REQUIREMENTS OF THE POSITION**

1. Has obtained or is eligible for a Maryland Professional Certificate in a secondary education area.
2. Is eligible for or working toward APC or Master's Degree.
3. A minimum of five years successful teaching experience is preferred.
4. Demonstrates leadership ability.
5. Demonstrates knowledge of child development, learning theories, and effective teaching techniques that will address the needs of diverse learners.
6. Has thorough knowledge of and proven experience with research-based instructional strategies.
7. Has good interpersonal communication skills and is able to build networks of people, across all grade levels, towards a common purpose.
8. Must be able to react to change in a positive and productive manner.
9. Must have a willingness to learn, participate in training and seek opportunities for professional growth.
10. Has a willingness and capability to work beyond the normal workday.
11. Is available to start employment at the beginning of the 2012-2013 school year.

### **SALARY**

The salary range for this 10-month position is commensurate with training and experience. Advanced preparation and longevity increments are in addition to the regular classroom teacher's base salary. An attractive fringe benefit package includes health care, term life insurance, retirement plan and leave benefits.

### **APPLICATION PROCEDURE**

Persons meeting the minimum qualifications are invited to submit a letter of interest, complete resume, and two letters of reference to the Executive Director for Human Resources, thru AppliTrack at <http://www.applitrack.com/cecil/onlineapp>. Information requested must be received no later than. **4:00 p.m. on Monday, May 21, 2012.**