



318 East Basin Road
New Castle, Delaware 19720

You belong in the Power of WE!

Excellent mentors make excellent schools. That's why we are relentless about hiring top educators who can provide support to novice teachers by providing professional development focused on **high-quality instruction** and **building authentic, loving relationships** with students.

Position:	Induction Coaches 2025-2026
Location:	George Read
Start Date:	As soon as possible
Reports to:	Principal/Site Coordinator
Compensation:	TBD <i>*Stipend is contingent upon completion of the entirety of the school year</i>
Work Year:	10 months

POSITION GOAL:

An Induction Coach is responsible for supporting novice teachers in planning, organizing, and delivering instruction based on approved curriculum and Common Core State Standards to help students move towards academic proficiency. Induction Coaches will work closely with the Lead Induction Coach and novice teachers to determine instructional focus areas.

MINIMUM REQUIREMENTS:

The requirements listed below are representative of the knowledge, skill and/or ability required:

1. Knowledgeable of SEL frameworks (Delaware SEL Competencies, Conscious Discipline, Responsive Classroom, Restorative Practices)
2. Speaks highly of profession/building/district
3. Models effective instructional practices and positive classroom culture
4. Minimum of 4 years of teaching experience by start of 25-26 SY
5. Received 3s **and/or** 4s on TLF/SF rubric on most recent evaluation
6. Must hold a continuing teaching license

ESSENTIAL DUTIES AND RESPONSIBILITIES:

To perform this job successfully, an individual must be able to satisfactorily perform the essential duties and responsibilities related to the District. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Monitors and supports up to 4 novice educators throughout the year
2. Assigns instructional focus areas to up to 4 novice educators and assists with monitoring, reflection and development around the instructional focus area
3. May conduct non-evaluative observations and provide actionable feedback based on the evidence
4. Prepares for and facilitates, at minimum, monthly meetings that cover instructional practices, classroom management, lesson planning, delivery or other best practices in education. *These meetings should be at least an hour and are focused on the instruction and teacher responsibilities.*
5. Responsible for maintaining documentation of attendance and mentee deliverables
6. Maintains confidentiality when collecting evidence and providing feedback throughout the coaching process
7. Assists with monitoring ethics course completion
8. Attends 3 day summer training ([training description](#)) if new to role
9. Attends virtual forums throughout the year (3) for new and continuing in coaching role
10. Attends start of year kick off (Summer 2025) and end of year wrap up (June 2026)
11. Attends monthly meetings with lead induction coach and other induction coaches
12. Attends any other trainings deemed necessary by DDOE or district

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties and responsibilities 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 use hands and/or fingers to handle, or feel; reach with hands and arms; talk or hear; and taste or smell. This job requires repetitive stooping, twisting and bending. The employee frequently is required to stand, walk, and sit. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

HOW TO APPLY:

Interested candidates who meet the qualifications may apply by completing an employment application at <http://applitrack.com/colonial/onlineapp> . **References and resumes are not required.**

Applicants needing special accommodations in the application process of this vacancy announcement may contact the Human Resources Division at (302)323-2712.

Note: Incomplete application packages will not be considered.

Procedures: Applicants are encouraged to apply as soon as possible. Interviews can be started immediately. However, the selection of candidates may begin once the posting has been active for five (5) days.