

Instructional Coach **Lake Washington School District**

POSITION DESCRIPTION

This is an exempt position. Paid per teacher salary schedule with Base contract plus additional contracts for LEAP days, and Responsibility. Additional Technology stipend and Professional Fund. See [LWEA salary schedule](#) posted on website. Full benefit package available for employees working a minimum of 630 hours during the school year.

SUMMARY

The primary role of the MTSS Instructional **Coach** is to build the capacity and confidence to deepen the instructional impact of teachers as they create school communities that welcome and support diverse learners to high levels of achievement. The MTSS Coach is critical in improving student achievement and creating inclusive environments and high functioning Multi-Tiered Systems of Support in schools. MTSS Instructional Coaches will work in partnership cross departmentally to develop and deliver professional learning and job embedded coaching that supports teachers to create inclusive learning environments within the framework of a Multi-Tiered System of Supports. MTSS Instructional Coaches are part of the MTSS team and will promote reflection, provide guidance and structure where needed, with a focus on strengths, collaboration and elements in implementing MTSS systems. They are responsible for ensuring high-quality instruction in classrooms through modeling, co-planning, co-teaching, resource gathering, and providing feedback to teachers. This is not a supervisory position.

The work year/days of this position may not directly align to school-year calendar to provide flexible and timely support and planning and will be coordinated with the building principal and program supervisor.

ESSENTIAL JOB FUNCTIONS:

- Promotes equitable learning experiences for students through reflective questions and inquiry cycles with teachers and staff.
- Coaches and supports teachers, helping them to implement:
 - Effective and innovative instructional practices
 - Vibrant and inclusive classroom environments
 - Culturally responsive and sustaining pedagogy
 - Universal Design for Learning
 - Student agency and self-directed learning
 - Effective classroom-based interventions
- Provides research and support for using effective practices which align to The Framework for Teaching and the Washington State 8 Criteria.
- Builds relationships with teachers to facilitate increased teaching and learning aligned with inclusive academic and behavioral instruction, including UDL.
- Works collaboratively with key stakeholders from multiple departments, including Accelerated Programs, Professional Learning, Multilingual, Special Education, Student Services, Equity, School Support, and Teaching and Learning departments to design and deliver professional learning, gather/connect teachers to resources, and provide instructional guidance and supports aligned with district curriculum and initiatives.
- Partners with building leadership teams to collect and analyze student data and facilitate grade level data team meetings using a defined data protocol.
- Supports teacher and school teams with the development of skills and processes to provide high-quality, evidence-based instruction using adopted curricular tools and instructional practices.
- Works collaboratively with building administrators to use feedback data from building stakeholders to determine potential professional learning needs and interests.
- Serves as a member of the School Intervention Team.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO PERFORM ESSENTIAL FUNCTIONS:

- Knowledge of MTSS and related research-based best practices.

- Demonstrated commitment to in-depth collaboration for whole team/program success.
- Experience teaching in elementary schools (experience in teaching in multiple schools and/or teaching in a variety of contexts is preferred).
- Teacher leadership experience including planning, leading, implementing, and sustaining long-term projects and related professional learning.
- Familiarity with effective Professional Learning Communities.
- Expertise and/or experience in facilitating adult learning.
- Deep understanding of effective instructional practices for diverse learning needs and the ability to directly support others in improving instructional practice.
- Knowledge and understanding of special education processes and specially designed instruction.
- Knowledge of how to effectively develop and adapt student acceleration plans.
- Knowledge of Common Core and WIDA Standards.
- Ability to work with and lead a diverse group of adults.
- Demonstrated ability to learn and integrate new technology into effective instructional practice.
- Demonstrated commitment to equity and equitable outcomes for all students through the implementation of quality instruction, high expectations for all students, and culturally sustaining teaching practices.
- Commitment to ongoing professional learning to grow and further professional practices.

EXPERIENCE & EDUCATION:

Criteria for selection will include the following:

- Minimum of five (5) years teacher experience
- A current WA state teaching certificate

DESIRABLE CRITERIA

- Variety and depth of teaching experience
- Experience teaching adults
- Experience coaching a student teacher or equivalent

WORKING ENVIRONMENT:

Generally, the job requires 80% sitting, 10% walking, and 10% standing. The job is performed indoors under minimal temperature changes and a generally hazard free environment. The usual and customary methods of performing the functions of this job require the following physical demands:

- Frequent reaching, handling, fingering and/or feeling
- Occasional lifting, carrying, pushing and/or pulling.
- Seldom climbing and balancing
- Seldom stooping, kneeling, crouching and/or crawling.

External and Internal Applicants:

Submit an online application @ <http://www.lwsd.org/employment> and apply to this posting.

A letter of interest and resume are required in addition to the application materials and should be uploaded to the application under the ATTACHMENTS page. You may attach up to three letters of recommendation if desired.

FINALISTS WILL BE CONTACTED FOR AN INTERVIEW

Please review LWSD Human Resources Employment Policies, which includes our non-discrimination policy. We are not able to sponsor employment at this time.

LAKE WASHINGTON SCHOOL DISTRICT IS A SMOKE-FREE WORKPLACE