

POSITION: Math Coach On Special Assignment (COSA) --TFT Position sponsored by RESA

- The Coach on Special Assignment (COSA) will support all Taylor School District K-5 classroom teachers in developing and implementing research-based instructional practices in mathematics through on-going collaborative study and coaching in addition to providing regional mathematics leadership facilitated through WRESA.
- This position is for the 2023-2024 school year. Subsequent years will be determined by funding from MDE through RESA.

EDUCATION and/or EXPERIENCE:

Required:

- Possession of a valid Michigan teaching certificate.
- Bachelor's degree, advanced coursework in mathematics, or related field.
- Five or more years successful teaching experience.
- Experience facilitating grade/team level professional learning.

Preferred:

Master's Degree in Mathematics or Math Specialist certification, Math Recovery Training, or the equivalent amount of training focused on research-based practices in mathematics. TSD Coach, or Teacher Coachee (teacher who has been coached over the past three years) is a plus, but not necessary.

MINIMUM QUALIFICATIONS:

- Ability to work well with people and maintain productive and positive interpersonal skills.
- Knowledge of current state mathematics standards and the Essential Instructional Practices in Mathematics.
- In-depth knowledge of mathematics instruction and acquisition as evidenced in daily practice.
- Knowledge and appropriate use of research-informed instructional practices to help all students develop mathematics knowledge, skills, and abilities including concepts of number sense, operations, measurement, spatial reasoning, pattern recognition, fractions, geometry, algebraic thinking, critical thinking, and motivation.
- Recognition of a variety of assessment purposes and experience utilizing formative, screening, and diagnostic tools to inform instruction.
- Ability to use observational data and formative assessment processes to guide professional learning and coaching.
- Proficiency in technology-based instructional and organizational tools.
- Willingness to invest in one's own learning through professional reading, active participation in professional learning workshops, and attendance at local, state, and national professional conferences for the purpose of professional growth.
- Ability to provide and receive feedback in order to adjust practice.

ESSENTIAL JOB FUNCTIONS:

- Develop and maintain strong relationships with teaching staff by creating a professional and collaborative environment that includes mutual respect, teamwork, and accountability.
- Attend statewide and countywide coach training and networking sessions.
- Coach side-by-side with K-5 classroom teachers and instructional coaches to support implementation of best practices in mathematics employing a core set of coaching activities, including:
 - Observing to provide low-inference feedback
 - Co-planning, goal-setting, and having reflective conversations

- Co-teaching lessons with teachers
- Modeling specific instructional moves
- Spend the majority of their time working directly with K-5 teachers and instructional coaches, individually or in small groups, to align their beliefs with research-informed instructional practices and enhance their:
 - Classroom mathematics environment
 - Use of research-informed mathematics strategies
 - Implementation of new mathematics programs and strategies
 - Use of practices aligned with state standards
- Provide job-embedded feedback for teachers as they reflect on, set goals for, practice and refine skills learned through the Essential Instructional Practices in Mathematics.
- Analyze formative assessment and diagnostic data to create instructional plans.
- Plan and set coherent, aligned goals for teachers development based on data related to student learning.
- Support teachers to collect and analyze data to inform instructional decisions.
- Lead, organize, and/or facilitate professional learning communities for teachers.
- Facilitate small and large group meetings to build capacity and extend math learning with K-5 classroom teachers and instructional coaches.
- Communicating and conferring with building leadership and the district school improvement leadership team on a regular basis.
- Meet regularly with the district mathematics leadership team and/or district coaching network and serve as an active member of the WRESA Coaching Network.
- Engage in continuous professional learning on research-supported coaching and instructional practices to remain knowledgeable and to grow mathematics instruction capacity throughout Wayne County.
- Employ facilitation skills to create trust among colleagues, develop collective wisdom, and build ownership and action that supports student learning.
- Engage in ongoing instruction-specific and reflective dialogue with colleagues based on observations of instruction, student work, and assessment data and make connections to research-based effective mathematics practices designed to improve student learning.
- Assist building administrators in identifying strengths and needs in support of an early mathematics continuum.
- Consistently record coaching activities using the provided COSA tools and templates to effectively communicate the positive outcomes of coaching.
- Communicate progress with district-assigned COSA Coordinator and building leadership.

BASE RATE OF PAY:

Per TFT Contract [\$44,764.00 - \$89,364.00] years of experience will be taken into consideration

REQUIRED PROFESSIONAL LEARNING:

COSAs will be required to participate in regional (WRESA) professional development per the agreed upon *Commitments* drafted by WRESA and signed by the hiring district including, but not limited to, the following:

- COSA Coaching Academy*
- Monthly WRESA Coaching Network sessions
- Regionalized mathematics learning opportunities in collaboration with WRESA Department of Mathematics (*i.e., Instructional Rounds*)

*A stipend of \$125 per day will be paid by WRESA for attendance at summertime learning.

TYPICAL WORK ENVIRONMENT:

The majority of a COSA's time will be spent in the district. Work may be performed in schools, classrooms, meeting settings, and in community agencies or businesses.

TRAVEL EXPECTATIONS:

Travel both within the district and the county is required. Mileage costs will be paid by the district per the established rate and protocol.

APPLICATION PROCESS:

You must provide your letter of interest, resume and photographic evidence of meeting the minimal qualifications i.e. copies of diplomas, educational transcripts, certifications and licensure via AppliTrack at:
<https://taylorschooldistrictmi.sites.thrillshare.com/page/employment-opportunities>

All materials received relative to this posting become property of the Taylor School District.

DEADLINE FOR RECEIVING APPLICATIONS IS OCTOBER 31, 2023 AT 4:00 P.M.

ONLY THOSE CANDIDATES WHICH PROVIDE THE REQUESTED INFORMATION WILL BE CONSIDERED

NOTICE OF NON-DISCRIMINATION

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