



Professional Vacancy Richardson ISD

POSITION:	INSTRUCTIONAL COACH (ACE CAMPUS) – RISD ACADEMY		
REPORTS TO:	BUILDING PRINCIPAL		
CONTRACT PERIOD:	187 DAYS - 10 MONTHS PLUS FIVE ADDITIONAL DAYS AT PER DIEM		
SALARY:	RISD TEACHER PAY SCALE	POSITION CONTROL #137/001/JK/100	
PRIMARY PURPOSE:	Accelerate learning to close achievement and opportunity gaps and ensure a college-ready foundation for every scholar by delivering rigorous instruction to scholars in order to promote intellectual, social, and emotional growth and ensure that regardless of socioeconomic factors, every child is prepared to positively contribute to society. This purpose is embraced with urgency, determination, and perseverance.		
QUALIFICATIONS:	Education/Certification		
	<ul style="list-style-type: none">• Bachelor’s degree from an accredited college or university• Valid Texas teacher certificate with required endorsements or training for subject and level assigned		
	Special Knowledge/Skills		
	<ul style="list-style-type: none">• Demonstrated ability to work with multi-ethnic populations in a multicultural setting• Excellent communication (written and oral) and interpersonal skills• Ability to work collaboratively with a diverse community, district staff members, parents, community, and the public• Bilingual fluency preferred		
	Key Characteristics of an ACE School		
	<ul style="list-style-type: none">• Schools and classrooms promote an inspiring college-going culture of high expectations• Teachers demonstrate an unwavering belief that ALL students can achieve• A growth mindset is embraced for students and adults with a commitment to continuous improvement• Instructional best practices are used to accelerate learning for all students• A commitment to data driven instruction is utilized to diagnose needs, adjust and measure progress• Parent and community partnership is valued and supported		
	Experience		
	<ul style="list-style-type: none">• At least two years’ creditable teaching experience in the content field and/or grade level preferred		
MAJOR RESPONSIBILITIES AND DUTIES:	Staff Culture		
	<ul style="list-style-type: none">• Demonstrate high expectations through extended hours with learning opportunities for scholars as well as professional development commitments for continuous improvement• Accelerate campus transformation through strong leadership, effective teaching, and high expectations to ensure every student develops the foundation for college readiness• Other duties as assigned may include working in supplemental assignments under special revenue funds or state compensatory education funds• Perform all job related duties as assigned and in accordance to the Board rules, policies and regulations, together with exhibiting high professionalism, standards of conduct and work ethic. All employees are expected to comply with lawful directives in rare situations driven by need where a team effort is required• Serve as an instructional liaison between the teaching and learning department, school leadership department, and teachers and administrative team• Attend and participate in school events during and outside of regular school hours		

- Contribute ideas, work on committees, collaborate with peers, participate in curriculum development and revision activities as appropriate, and attend district and campus professional development activities demonstrating a commitment to personal and professional growth and development
- Maintain accurate and efficient record-keeping of instructional planning, student data and teacher development information
- Perform essential functions and roles pertaining to standardized testing, including monitoring and proctoring tests, securing and disseminating test data, combined with maintaining current and accurate records of student test data

Effective Instruction

- Ability to be the “coach of campus teachers” providing guidance, focus and feedback
- Ability to implement district coaching expectations leveraging coaching strategies to impact instruction
- Provide targeted feedback to teachers on instructional practice, schedule, and other topics related to the campus instructional program and student achievement
- Attend district professional development, provide feedback, and present campus professional development to teachers and other campus staff as needed
- Provide support to teachers by focusing and identifying professional development campus needs by reviewing data, and provide campus support to campus administrators and teachers
- Provide guidance and content area expertise to improve teaching through a variety of methods, i.e., monitoring data, focused campus coach dialogue, collaborative planning, review of action plans, and providing professional development to teachers and staff
- Assist teachers in the alignment of lessons and assessment using the district curriculum, Lead4ward resources, state standards and other instructional resources promoted by the district
- Stay abreast of emerging technologies, current research, knowledge and best practices to integrate technology into the curriculum to maximize student outcomes (i.e. intervention, assessment, enrichment, blended learning; flipped classrooms; etc.)
- Displays extensive content knowledge of all of the subjects with an emphasis on reading, supports teacher delivering the district curriculum, utilizing well-designed lesson plans and rigorous instruction combined with curriculum activities and instructional objectives that are standards-based, measurable, and accelerate the transfer of learning and knowledge while proactively developing teaching techniques to mitigate misunderstandings
- Support teachers in assessing and documenting student mastery of curriculum objectives and student progress utilizing frequent, appropriate, on-going and multiple assessment tools through interventions, and formal and informal assessment procedures, including standardized tests, formative assessments, performance tasks, enrichments, and observations
- Monitor student and teacher progress daily while providing feedback and adjust coaching strategies and materials to provide differentiated support to address individual needs of scholars and teachers
- Facilitate the development of instructional activities, resources, technology and instructional materials that are all aligned to instructional purposes, are varied and appropriate to ability levels of scholars and actively engage them in ownership of their learning while providing opportunities for enrichments, differentiations and project-based learning to provide for collaboration, creative thinking, and extended interaction among scholars
- Maintain expertise in content area and in coaching to facilitate campus needs, with reapplication every 3 years

Student Culture

- Establish and utilize effective routines, transitions, and procedures that primarily rely on student leadership and responsibility
- Coach teachers in classroom management to ensure classrooms are safe and thoughtfully designed to engage, challenge and inspire scholars to participate in high-level learning beyond the learning objectives
- Execute and maintain appropriate student-centered discipline techniques and effective classroom management strategies to maximize student learning and time-on-task
- Promote learning and execution of social and emotional learning strategies by teachers

Parent Engagement

- Engage parents and families in the academic and behavioral progress of their child by initiating parent conferences, home visits, and providing opportunities for parents to continually support student learning and school programs
- Establish relationships with families and community and use language that is respectful and all-inclusive when speaking about scholars, their families, and the community

**APPLICATION
PROCEDURE:**

Apply online at <https://www.applitrack.com/risd/OnlineApp/default.aspx>. The application must be complete and three electronic reference forms must be received to be considered. Applicants who have previously applied in AppliTrack must update their application once per year by securing updated references. Applicants will be contacted if an interview is needed.

DEADLINE FOR APPLICATION: UNTIL FILLED**APPROVED:**

Christopher B. Goodson, Ed.D.
Assistant Superintendent – Human Resources

DATE: 09/06/2019**EQUAL OPPORTUNITY EMPLOYER**

The Richardson Independent School District (RISD or the District) is an equal opportunity employer and maintains a policy of nondiscrimination with respect to all employees and applicants for employment. All personnel actions such as recruitment, hiring, training, promotion, transfer, compensation and benefits, discipline, and termination are administered without regard to race, color, religion, gender, national origin, age, disability, genetic information, or military status of otherwise qualified individuals. RISD does not discriminate on the basis of membership or application for membership in the uniformed services and does not discriminate against an employee or applicant who acts to oppose unlawful discrimination or participates in the investigation of a complaint of alleged discriminatory employment practices. Hiring decisions are made on the basis of each applicant's qualifications, experiences, and abilities as well as the business needs of the district.