



## Professional Vacancy Richardson ISD

**POSITION:** INSTRUCTIONAL COACH  
**REPORTS TO:** BUILDING PRINCIPAL  
**CONTRACT PERIOD:** 187 DAYS – 10 MONTHS (PLUS 5 ADDL. DAYS AT PER DIEM RATE)  
**SALARY:** RISD TEACHER PAY SCALE

**CRITERIA FOR  
SELECTION WILL  
INCLUDE:**

- Demonstrated excellence in teaching
- Evidence of success in creating learning environments that support the needs of all learners
- Demonstrated understanding of how to create engaging learning environments for adult learners in the delivery and design of professional learning experiences
- Effectiveness in written and oral communication
- Demonstrated innovation with curriculum and instruction
- Evidence of school/district leadership
- Teaching experience with RISD preferred
- Demonstrated facility with coaching of teachers and supporting job-embedded professional learning

**QUALIFICATIONS**

- Bachelor's degree, master's degree preferred
- Minimum of three years teaching experience
- Campus and district level leadership experiences preferred
- Valid Texas teacher certification

**GENERAL  
STATEMENT OF  
RESPONSIBILITIES  
AND SKILLS:**

- Build capacity in campus Professional Learning Communities (PLCs) to impact student achievement through a process of reflection, a focus on learning standards, the development of assessments, and the design of engaging learning.
- Interact with teachers in a manner that is grounded in coaching and collaboration.
- Use current research and best practices to support classroom instruction through pre-conferences with teachers, modeling and co-teaching, classroom observations, and post-conferences.
- Provide support to teachers in implementation of instructional resources for supporting alignment to RISD curriculum.
- Engage in professional learning to cultivate professional growth that impacts classroom instruction.
- Facilitate study groups that focus on improving student achievement.
- Work individually with teachers on specific instructional needs.
- Model instructional strategies and best practices for improving student performance.
- Collaborate with campus leadership and campus personnel to support district/campus initiatives and goals.
- Coach and support new teachers.
- Provide ongoing and embedded learning experiences for teacher leaders that allow for feedback and reflection.
- Collaborate with technology and other programs.
- Attend campus and district level meetings to disseminate and to implement information with campus-level personnel.

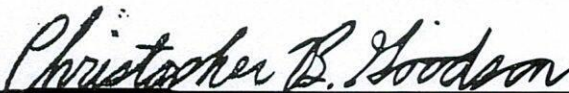
**APPLICATION  
PROCEDURE:**

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: 3/27/2025**

**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.