



## **VIRGINIA BEACH CITY PUBLIC SCHOOLS** CHARTING THE COURSE

### **ENGLISH AS A SECOND LANGUAGE (ESL) COACH**

#### **GENERAL RESPONSIBILITIES**

Under the direction of the Executive Director, Elementary Teaching and Learning, the position is responsible for providing coaching to elementary and secondary teachers in implementing effective practices for English Learner (EL) pedagogy. This includes utilizing differentiated scaffolds, supports, and strategies tailored to English Learners at different proficiency levels. Additionally, the position assists teachers in effectively communicating with parents, classroom teachers, and administrators to advocate for the academic requirements of English Learners.

#### **ESSENTIAL FUNCTIONS**

- Assist English as a Second Language (ESL) teachers and classroom teachers in crafting, implementing, and reflecting upon goals in relation to EL needs.
- Work collaboratively with teachers to analyze and interpret student data to plan instruction.
- Build positive relationships with staff.
- Provide leadership and support to teachers to increase their knowledge of second language development as well as instructional strategies.
- Collaborate with teachers to plan instruction and model lessons in teachers' classrooms, and plan instruction and implementation of appropriate resources to enhance the success of students and teachers.
- Develop and present professional development opportunities for all teachers regarding best practices in ESL and instructional planning and delivery.
- Maintain various forms of documentation and records regarding EL instruction co-teaching, observations, co-planning, pre and post-observation meetings, and coaching cycle meetings.
- Assist teachers with the analysis of student data and use the results to collaboratively design and coordinate the implementation of appropriate strategies for daily instruction as well as long-term plans.
- Mentor new teachers by assisting with implementing instructional delivery, instructional strategies, and cohesively planned lessons relative to second language acquisition.
- Initiate a coaching cycle with each first-year ESL teacher and monitor progress.
- Observe all first-year, new, and new to the division, ESL teachers and initiate goals for instructional improvement.
- Engage in student-centered coaching and coaching cycles by implementing best coaching practices: co-planning, co-teaching, and micro-modeling.
- Engage in research-based professional development and apply learned professional development practices.
- Build teacher instructional and leadership capacity.
- Attend all ESL coach training sessions and meetings.
- Appraise his/her own effectiveness and demonstrate successful application of skills and information acquired to increase effectiveness. Strive to maintain and improve professional competence.
- Perform other duties as required.



## **KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of second language acquisition pedagogy, effective instructional practices for ELs, VBCPS curriculum and policies, and techniques for integrating EL pedagogy and best practices into curriculum; thorough understanding of the teaching and learning process; ability to provide instruction that reflects multiple perspectives and multicultural education; ability to purposefully infuse technology into the curriculum; ability to guide and train teachers in effective techniques and strategies; ability to work effectively with colleagues, central office, school-based staff, students, parents, and community; ability to use diagnostic data to tailor instruction to meet the needs of students; excellent organizational, communication, and human relations skills.

## **EDUCATION AND EXPERIENCE**

**Required:** Bachelor's Degree in an applicable field of education from an accredited college or university, and at least 5 years of successful ESL teaching experience is preferred. Must have or be eligible for a teacher license from the Virginia Department of Education with an ESL Endorsement.

## **SPECIAL REQUIREMENTS**

Possession of a valid driver's license.

Regular and reliable attendance is an essential function of this position.