



Lompoc Unified School District
1301 N A Street
Lompoc, CA 93436
Phone: 805.742.3300
Fax: 805.735.8452

Title: Instructional Coach

Reports to: Asst. Superintendent of Human Resources or Asst. Superintendent of Education Services or Designee

Work Year: 190 days

Employment Status: 1.0 Full Time Equivalent

Benefits: Eligible to participate in district medical, dental and vision insurance.

Purpose of Position: Provides specialized expertise, support and coaching for classroom teachers in assisting with the full implementation of Common Core State Standards, the District's core instructional program, and the California Standards for the Teaching Profession (CSTPs).

Essential Functions:

- Provides support and assistance to classroom teacher with an emphasis in a specialized area such as, elementary, secondary, or special education, with the full and skillful implementation of the Common Core State Standards and the District's core instructional program, support materials and instructional strategies, and California Standards for the Teaching Profession;
- Assists teachers with building and maintaining an engaging classroom environment focused on the content and learning strategies embedded within lessons;
- Assists teachers with developing effective classroom management strategies that include positive behavioral supports;
- Utilizes transformational coaching to facilitate and empower teachers' personal and professional goals;
- Serves as a resource in identifying appropriate instructional strategies and interventions to improve student achievement for all students, including students with diverse learning needs;
- May model instructional and/or behavior management strategies;
- Conducts site visitations and collects observational data to support development of teachers' professional goals;
- Designs and delivers professional development for staff support, including New Educator Orientation
- Participates in ongoing professional learning to stay current with coaching practices;
- Collaborates with other instructional coaches, program specialists, and instructional leaders;
- Performs other duties as assigned;

Knowledge of:

- Recognized expertise in Common Core State Standards, curriculum design, effective instructional strategies and techniques, multiple assessment tools and professional development delivery systems;
- District, school site, and program policies and procedures;
- State and District curriculum requirements;
- Interpersonal skills using tact, patience, and courtesy;
- Rules and regulations of State and Federal Programs;
- Oral and written communication skills;
- Public speaking techniques;
- CSTP's

Ability to:

- Serve diverse needs;
- Provide effective instructional leadership in moving students towards Common Core State Standards.
- Identify needs to design and deliver effective professional training, including modeling of lessons to improve teacher competency and capacity;
- Perform assignments independently;
- Provide in-service training;
- Communicate effectively both orally and in writing;
- Successfully work with adult learners including training in collaborative coaching;
- Plan and organize work;
- Meet schedules and time lines;
- Understand program goals and objectives;
- Analyze situations accurately and adopt or recommend effective courses of action;
- Establish and maintain cooperative and effective working relationships with others;
- Prepare and deliver oral presentations;
- Prepare and provide training in different content areas that support the Common Core State Standards;

Working Conditions & Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all-inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

- Use strength to lift items needed to perform the functions of the job up to twenty-five (25) pounds;
- Sit, stand, and walk for extended periods of time;
- Speak and hear;
- Have the mobility to stand, stoop, reach, and bend;
- Use close vision, color vision, peripheral vision and depth perception along with the ability to focus vision;
- Communicate effectively in English, using proper grammar and vocabulary;
- Reach with hands and arms and use hands and fingers to handle objects and operate equipment;
- As an itinerant teacher, will travel between and among school campuses to provide instruction;
- Will have the right to return to the previous assignment and site they held immediately prior to accepting this position.

Environmental Demands:

- Exposure to a variety of childhood and adult diseases and illnesses;
- Some exposure to a variety of weather conditions and noise levels;
- Exposure to a building and outdoor areas in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment;

Licenses and Other Requirements:

- Valid California Driver License
- Possession of a Bachelor's degree or higher and corresponding teaching credential authorizing teaching in California
- Minimum 5 years teaching experience

FLSA Status:

Exempt

Board Approved: August 6, 2024