



JOB DESCRIPTION

New Hire and Induction Instructional Coach Teacher on Special Assignment



Reports to:	Coordinator of Curriculum and Instruction	Employment Group / Salary Range:	PAT Certificated
Dept:	Educational Services	FLSA:	non-exempt
Annual Work Days:	195	Formal Review Date: Board Approval Date:	March 21, 2024 June 3, 2024

PRIMARY FUNCTIONS

Under the direction of the Coordinator of Curriculum and Instruction, with guidance from the Assistant Superintendent of Educational Services, the New Hire and Induction Instructional Coach is responsible for new teacher induction support and shall provide new staff with resources, support them in implementing the California state content standards with effective use of the adopted curriculum, and guide their instructional practices through professional development, mentoring, modeling, and coaching.

ESSENTIAL DUTIES & RESPONSIBILITIES

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

- Provide New teachers support with induction requirements by collaborating with the Stanislaus County Office of Education Induction Program.
- Attend county trainings that support new teachers
- Support intern candidates with requirements from participating universities.
- Provide support to new hires on emergency credentials
- Coordinate district academies for teachers newly hired to PJUSD.
- Provides coaching and support for newly hired teachers in implementing effective teaching strategies and practices that promote student achievement and meet goals as set forth in the school PJUSD Strategic Plan, LCAP, and School Plans for Student Achievement through demonstration lessons, observation and by providing feedback.
- Uses knowledge of the California Standards for the Teaching Profession (CSTP) and the California State Content Standards and Frameworks to deepen teachers' instructional practices.
- Models innovative teaching methodologies through professional development, techniques such as demonstration lessons, co-planning and co-teaching, observation and non-evaluative reflective

feedback, and demonstration lessons; providing opportunities for teachers to observe exemplary practices of peers.

- Participates in professional development to maintain current knowledge base on literature and research in the areas of curriculum, and instruction, assessment, and instructional coaching.
- Meets with district staff to receive guidance in the development of site instruction programs, professional development activities, and District initiatives.
- Establishes and maintains a trusting relationship with teachers in order to engage teachers in coaching cycles to increase teacher effectiveness and student achievement.
- Demonstrates skillful use of coaching language depending on teacher and situation.
- Engages in candid and constructive feedback to help with next steps to accelerate teacher development of instructional practices and learning environment.
- Coordinates with principals and district staff officials on professional development for staff.
- Works collaboratively with the coaching team to ensure coaching support across all team members is aligned in order to maximize the efficient use of time, expertise, and support being provided to newly hired teachers in providing leadership and directional support based upon curriculum standards as well as CSTPs.
- Analyzes data to support instructional practices.
- Develops new teachers' skills, knowledge, and instructional practices through non-evaluative, reflective conversations.
- Meets with teachers to plan effective lessons aligned to grade level standard, with appropriate accommodations and lesson pacing. Meets with teachers to plan ensure appropriate lesson pacing, accommodations, and grade level standards alignment.
- Participates in coaching professional learning sessions and coaching sessions as needed.
- Provides professional development in areas such as: California Content Standards and Frameworks, adopted curriculum, class culture and climate, implementing research-based instructional strategies, classroom management, differentiated instruction, action research, culturally relevant teaching, and supporting English Language Learners and students with special needs.
- Aids in working with District activities as requested.
- Will hold confidential information received from the Educational Services department in strict confidence and will not disclose or divulge either directly or indirectly information to others unless authorized to do so.
- Other duties and responsibilities consistent to the primary functions and collective bargaining agreement may be assigned.

QUALIFICATIONS

Education and Experience:

Education -

- Bachelor's Degree (BA/BS) with a valid Teaching Credential

Experience -

- At least five (5) years of classroom teaching experience
- Has varied experience in teaching multiple grade levels (preferred)

Licenses, Certificates and Other Requirements:

- Valid CA Drivers License
- Maintain Auto Insurance

KNOWLEDGE, SKILLS AND ABILITIES**Knowledge of:**

- California Standards for the Teaching Profession (CSTP)
- California Content Standards and Frameworks
- PJUSD adopted curriculum, TK-12th
- Research and principles of effective instructional coaching and the design and delivery of professional development.
- Research-based instructional best practices/activities/strategies.
- The development of an elementary/secondary classroom program to support the goals of the District and the core adopted curriculum.
- Principles, practices, procedures, rules, codes, regulations, techniques, and strategies of District and assigned areas of instruction.
- Classroom procedures which promote appropriate student conduct and motivation for student learning.
- Applicable sections of the State Education Code and other applicable laws.
- Current trends and research concerning the growth and development of children.
- ELA/ELD framework and standards that support integrated and designated ELD.
- Organizational leadership, motivational strategies, and techniques for working with adults.

Skills and Abilities to:

- Understand and carry out both oral and written instructions independently.
- Work collaboratively and communicate effectively as part of a team.
- Analyze and interpret numerical data and written information

- Maintain confidential information
- Prepare and maintain reports and other records related to induction programming
- Maintain professional standards of conduct (model core values)
- Operate a computer, including word processing, data management software, student information systems, and online virtual platforms.
- Establish and maintain ongoing cooperative and collaborative relationships with students, parents, school district staff, county personnel, and other community stakeholders.
- Display the use of good judgment in making decisions.
- Monitor both staff and students in classrooms
- Maintain current knowledge of technological advances in the area of instruction.
- Read, interpret, apply, and explain rules, regulations, policies, and procedures.
- Maintain current knowledge of applicable curriculum and school instructions related regulations.
- Communicate effectively both orally and in writing.
- Motivate educators to develop skills, attitudes and knowledge needed to provide a good instruction to students.
- Understand and be sensitive to, and have respect for the diverse academic, socioeconomic, ethnic, religious and cultural backgrounds, disability, and sexual orientation of students, faculty, and staff.
- Develop and maintain effective interpersonal relations using tact, patience, and courtesy.

PHYSICAL AND MENTAL DEMANDS

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Physical Demands:

While performing the duties of this class, employees are regularly required to talk or hear, in person and by telephone; sit, walk and stand; use hands to finger, handle, feel or operate objects, tools or controls; reach with hands and arms; and perform repetitive movements of hands or wrists. The employee is frequently required to lift up to 10 pounds.

Mental Demands:

While performing the duties of this class, employees are regularly required to use written and oral communication skills; read and interpret data, information and documents; analyze and solve problems; observe and interpret situations; use math and mathematical reasoning; observe and interpret people and situations; learn and apply new information and skills; perform highly detailed work; work on multiple, concurrent tasks.

WORKING ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this class. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Employees work under typical office conditions subject to frequent public contact and interruption and to intermittent exposure to individuals acting in a disagreeable fashion.

The employee may be required to travel to locations other than the assigned work site and to adjust to work schedule changes and requirements to work overtime.

EMPLOYEE CERTIFICATION OF JOB DESCRIPTION

I hereby acknowledge I have read and understand the content of this job description. I have had the opportunity to ask questions and have those questions answered about the general duties and responsibilities of this job. I understand that the job description may be revised from time to time in the future by the Patterson Joint Unified School District Governing Board in consultation with my professional association as needed and where applicable.

I understand and agree nothing in this job description should be construed as a contract of employment. My employment with the Patterson Joint Unified School District is contingent upon execution of a signed contract approved by the board of trustees. Continued employment is subject to my adherence to board policy, state and federal laws, the collective bargaining agreement between my association and the district where applicable, and my performance evaluation.

I further acknowledge that it is my responsibility to notify my supervisor immediately in the event I may need reasonable accommodations to perform the primary functions, general duties and responsibilities, or the physical, mental and social requirements of this job.

Employee Signature

Date

Name Printed