

**Job Title:** Instructional Coach

**Exemption Status/Test:** Exempt/Professional

**Reports to:** Campus Principal

**Date Revised:** February 2024

**Dept./School:** Campus

---

## Primary Purpose:

The Instructional Coach will work as a partner with classroom teachers to support student learning and engagement; focus on individual and group professional development that will expand and refine the understanding of researched-based instructional practices; provide personalized support that is based on the goals and identified needs of individual teachers, serve as a teacher facilitator, and will follow the district's Instructional Coaching Model.

## Qualifications:

### Education/Certification:

Master's degree from accredited university

Valid Texas teaching certificate

### Special Knowledge/Skills:

Knowledge of curriculum design and implementation

Ability to interpret data and evaluate instruction programs and teaching effectiveness

Ability to develop and deliver training to adult learners

Strong organizational, communication, and interpersonal skills

### Experience:

5 years teaching experience in subject area assigned

## Major Responsibilities and Duties:

### Staff Development

1. Work collaboratively with assigned classroom teachers to establish realistic and measurable objectives related to both the teacher's individual professional development and student learning.
2. Support the continuous professional growth and improvement of teacher instructional skills through coaching and collaborative problem solving.
3. Observe classroom instruction and provide feedback and coaching to classroom teachers to facilitate improvement and innovation. Demonstrate teaching strategies with students in classroom.
4. Evaluate teacher effectiveness in accordance with established district programs.
5. Plan and provide appropriate staff development for teachers, administrators, and staff.

## Instructional and Program Management

- 6. Work with teachers to analyze and interpret student data and use findings to develop and apply instructional strategies.
- 7. Develop curricular or behavioral support materials as needed.
- 8. Disseminate information regarding current research and significant developments on the state and national levels in area assigned.

## Other

- 9. Compile, maintain, and file all reports, records, and other documents required.
- 10. Comply with policies established by federal and state law, State Board of Education rule, and local board policy.
- 11. Follow district safety protocols and emergency procedures.

## Supervisory Responsibilities:

None.

## Mental Demands/Physical Demands/Environmental Factors:

**Tools/Equipment Used:** Standard office equipment including personal computer and peripherals

**Posture:** Prolonged sitting; occasional bending/stooping, pushing/pulling, and twisting

**Motion:** Repetitive hand motions, frequent keyboarding and use of mouse; occasional reaching

**Lifting:** Occasional light lifting and carrying (less than 15 pounds)

**Environment:** Work inside; frequent districtwide travel; occasional statewide travel

**Mental Demands:** Work with frequent interruptions; maintain emotional control under stress

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by \_\_\_\_\_ Date \_\_\_\_\_

Received by \_\_\_\_\_ Date \_\_\_\_\_