

## JOB DESCRIPTION

**TITLE:** Lead Instructional Coach

**QUALIFICATIONS:** Must hold a valid Louisiana Teacher's Certificate and have two to three years of classroom teaching experience (preferably in Richland). Previous mid-level leader/facilitator experience preferred. (i.e., teacher leader, mentor teacher, content leader)

**EVALUATOR:** Assigned Supervisor/Superintendent

**SUPERVISES:** None

**JOB GOAL:** Develop a group of effective mentors/teachers

### PERFORMANCE RESPONSIBILITIES:

1. Work closely with the Supervisors (i.e., School Redesign, Talent Pipeline Lead) and School Leader(s) to develop, implement, and evaluate a formalized mentoring program (i.e. TEACH Richland) to support and grow effective teacher practice.
2. Develop teachers through direct coaching and training, ensuring that teachers rapidly improve their performance.
3. Create and implement long-term coaching goals and objectives for a caseload of mentors and/or teachers.
4. Identify innovative solutions for improving the overall performance of assigned caseload of mentors and/or teachers to meet their goals.
5. Design Louisiana-Standards-aligned, content-specific sessions for teacher professional development to ensure implementation of Tier 1 curricula.
6. Coordinate, manage, and oversee school level professional development (i.e., PLCs, collaborative planning, and aligned coaching cycle goals) to ensure quality experiences that result in measurable teacher actions.
7. Strengthen the district's talent pipeline through expanded and strengthened coaching model implementation to grow and sustain effective mentor/classroom teachers.
8. Improve academic support for classroom teachers through Compass support tools and the evaluation process.
9. Attend applicable meetings and submit reports/data as needed to measure teacher and student growth.
10. Performs all other duties assigned by supervisor/superintendent.

Received and agreed to: \_\_\_\_\_ DATE: \_\_\_\_\_

Employee's signature

RECEIVED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

Signature and Title