

North Monterey County Unified School District

POSITION DESCRIPTION

Position Title: **Induction Coach**
Department: Educational Services
Reports to: Assistant Superintendent – Educational Services
Pay: \$1800 Stipend/Year

INDUCTION COACH RESPONSIBILITIES:

- Provide on-site support to Participating Teacher and facilitate acclimation to school culture, students, and community.
- Assist Participating Teacher with acquisition of materials, resources, and site procedures.
- Facilitate Participating Teacher's professional growth of a beginning teacher by focusing support around the California Standards for the Teaching Profession and assist in the development and implementation of the Participating Teacher's Individual Learning Plan.
- Meet regularly with Participating Teacher to work on Induction activities.
- Provide Participating Teacher with confidential and collegial on-site support and guidance through the Induction program's formative assessment system.
- Observe Participating Teacher at least twice at strategic points of the Participating Teacher's Individual Learning Plan.
- Attend all required coaching sessions (4 three-hour coaching sessions).
- Attend the end-of-year Colloquium during the Participating Teacher's second year in the Induction program.
- Model professionalism, integrity, and respect for colleagues.
- Maintain and submit monthly Collaborative Logs as evidence of coaching practice. Collaborative Logs must be submitted to District Program Advisors by the last Friday of each month.
- Understand that trust and confidentiality are primary components of the non-evaluative Induction program.
- Participate in the program evaluation process and Commission on Teacher Credentialing Accreditation system.
- Promote and develop the professional growth of the Participating Teacher.
- Attend all training days and additional afterschool support sessions throughout the year.

MINIMUM QUALIFICATIONS.

1. Five years' successful K-12 teaching experience.
2. Possess a Clear California Credential
3. Demonstrated disposition and willingness to grow and learn.
4. A high level of integrity and professionalism

DESIRED QUALIFICATIONS

1. Bilingual in Spanish and English.
2. Advanced study or training in the area of teacher support and induction.
3. Experience in lesson plan development and utilization of data to inform instruction which resulted in demonstrated successful outcomes in

Supporting ELL, Foster Youth and Socio-Economically Disadvantaged students.

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stoop, reach, stand, walk, lift, pull, push, grasp, talk, hear, see and use repetitive motions. While performing the duties of this job, the employee may lift and/or move up to 25 pounds of materials etc. Specific vision abilities required by this job include close vision such as to read handwritten or typed material, and the ability to adjust focus. The position requires the individual to meet multiple demands from several people and interact with the public and other staff.

WORK ENVIRONMENT:

While performing the duties of this job, the employee regularly works indoors and may occasionally work outdoors. The employee must be able to meet deadlines. The noise level in the work environment is usually mild to moderate.

The information contained in this job description is for compliance with the Americans with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed. Individuals holding this position may perform additional duties and additional duties may be assigned.

Board Approved: