

Dual Language Focused Instructional Coach - Worcester Public Schools, Worcester, MA

The Dual Language Focused Instructional Coach will support Bilingual Elementary, Middle and High School Programs by providing instructional support to teachers specifically in the area of language development and literacy with the main focus to support teachers of bilingual programs meet the goals of bilingualism and teaching for bi-literacy. The coach must be bilingual and bi-literate in English and Spanish. The coach collaborates with instructional staff, site administrators and leadership teams to promote student achievement by identifying current, research-based instructional and assessment strategies, modeling lessons to classroom teachers, providing constructive feedback and assisting teachers in collecting student achievement data and using the data to modify instruction. Using student achievement data, the Focused Instructional Coach will identify professional development needs and plan, present, and evaluate on-site staff development activities. This position will work with all of the dual language classrooms in the district (currently K-9).

Please ensure that your SchoolSpring application is updated and accurate prior to applying for this position.

PRINCIPAL RESPONSIBILITIES:

1. Implements the philosophy, goals, policies and Compact of the WPS.
2. Facilitates the development of a learning community focused on raising expectations and providing rigorous core instruction for every student, every day.
3. Provides model lessons for classroom teachers using current scientifically, research-based instructional and assessment strategies.
4. Devotes the majority of their time to utilizing the coaching model within the classroom setting.
5. Provides constructive feedback on delivery of high-quality teaching and learning.
6. Assists classroom teachers in collecting, analyzing, and using student achievement data to guide instruction to ensure that all students are college and career ready.
7. Provides job embedded professional development focused on organization of the classroom to construct a positive learning climate.
8. Schedules teachers for classroom peer/best practices observations.
9. Identifies site professional development needs by using student achievement data.
10. Plans, schedules, and conducts site professional development aligned with the district and site goals outlined in the School Accountability Plan and connected to solid, rigorous core instruction.
11. Analyzes data and prepares data presentations for the principal, staff, and family groups.
12. Assists teachers and grade levels in analyzing student achievement data for program improvement and increased student performance.
13. Monitors benchmark assessments for use in developing and implementing interventions.
14. Attends instructional leadership, department, and district meetings.
15. Participates fully in professional development for coaches, professional research and reading, and peer observations.

16. Maintains coach activity log.
17. Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identity, natural origin, sexual orientation, homelessness, or disability.
18. Performs other job-related duties as assigned.

DEMONSTRATED EXPERIENCE:

1. Building effective teams
2. Establishing and maintaining cooperative and effective working relationships with others
3. Effectively organizing professional development activities
4. Communicating clearly in oral and written form with confidentiality
5. Preparing and delivering oral presentations
6. Analyzing data accurately and adopt an effective course of action
7. Utilizing technology to analyze student data and prepare applicable statistical reports
8. Utilizing assessment and evaluation techniques, strategies, and procedures
9. Meeting schedules and timelines
10. Working independently
11. Planning and organizing work

REQUIRED QUALIFICATIONS:

The successful candidate must be bilingual in English and Spanish. The successful candidate must be able to deliver instruction (model lessons) in both language; and, must be able to observe instruction in either language and provide feedback to the teacher about the observed lesson. In addition:

1. A minimum of five (5) years successful teaching experience
2. Massachusetts Teacher certification in either Spanish or ESL
3. Masters Degree
4. SEI Endorsement
5. Demonstrated knowledge of and experience with curriculum and program development
6. Demonstrated experience in providing professional development for teachers
7. Demonstrated successful experience in working with adults and understanding of adult learning theory
8. Demonstrated knowledge, experience, and engagement in providing leadership around improvement
9. Demonstrated knowledge and experience with current pedagogy as it relates to the school's evidence-based best practices in support of the school focus
10. Demonstrated knowledge and experience in delivering of high-quality instruction as defined by the WPS High Quality Teaching and Learning Framework
11. Demonstrated ability to work collaboratively in a team setting with other adults

PREFERRED QUALIFICATIONS:

1. Five (5) years successful teaching experience in a dual language setting

2. Experience as an instructional coach, ILT member, or other leadership position(s).
3. Dual license in a core subject.
4. Demonstrated experience supporting students with special needs.
5. Massachusetts DESE Bilingual endorsement
6. Demonstrated experience with second language acquisition.

SALARY: Teacher's salary plus Instructional Coach stipend (\$2,841). This stipend includes two days in August as well as preparation for before and after school professional development as needed by the Principal.

WORK YEAR: Teachers' schedule and additional work as required at the teachers' contractual hourly rate.

TO APPLY: Any person interested in this position must submit a resume, cover letter, and answer all questions on-line at <https://worcesterschools.org/about/employment-opportunities>.

This deadline date does not preclude further advertisement or recruitment.