

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

TEMPORARY CERTIFICATED POSITION

JCN: 9209
EXEMPT

TEACHER INDUCTION COACH

BASIC FUNCTION:

Under the direction of the Director, Teacher Development Program, guide Teacher Induction Participating Teachers toward innovative practices through collaboration, mentoring, modeling, and reflection; support the growth and development of Participating Teacher; possess extensive knowledge and understanding of the vision, purpose and scope of the Office of the Fresno County Superintendent of Schools (FCSS) Teacher Development Program.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:

- Collaborate with Teacher Development staff to review and examine Participating Teacher progress in the Teacher Induction Program and develop strategies to promote continuous growth and development.
- Commit to working and supporting assigned Participating Teacher for up to two years.
- Complete monthly Collaboration Logs with Participating Teacher and submit each month by the given due date.
- Cultivate and model a respectful working and learning environment.
- Implement effective coaching strategies when reflecting upon Participating Teacher's progress in the Induction Program.
- Mentor and provide feedback to Participating Teacher in areas such as classroom management, implementing instructional strategies, analyzing student work, instruction support and develop skills to meet student needs.
- Meet a minimum of one hour a week with Participating Teacher to collaborate, design lessons, set goals, analyze student work/data, work on ILP, and complete all other requirements.
- Understand the unique professional journey of each teacher and coach participating in the Teacher Induction Program and provide individualized, effective, and meaningful feedback to help support their professional development and continuous learning.
- Support Participating Teacher in creating and meeting professional goals for an effective classroom.
- Attend and participate in a variety of assigned meetings, committees, conferences, in-services and/or special events concerning Teacher Induction.
- Comply with schedules, policies, regulations, procedures, orders, and directives of the County Superintendent.
- Exhibit professionally appropriate interpersonal skills including but not limited to tact, patience, flexibility and courtesy.
- Maintain a safe work environment.
- Operate a variety of office equipment, including but not limited to a computer and assigned software applications.
- Serve as a technical resource concerning assigned program, function or instructional area.
- Work collaboratively and maintain effective working relationships with others in the course of work in assigned area.

OTHER DUTIES:

- Drive a vehicle to conduct work, using own transportation.
- Perform related duties as assigned.

KNOWLEDGE OF:

- Adult Learning theories.
- Best Coaching Practices.
- California Academic Student Content Standards.
- California Commission on Teacher Credentialing (CTC).
- California Standards for the Teaching Profession (CSTP).
- Common Core State Standards.
- Curriculum interpretation and application in assigned program or instructional area.
- Effective classroom management strategies.
- Proper English usage, grammar, spelling, punctuation and vocabulary in all forms of communication.
- State Education Code, local, state and federal laws, codes, regulations and requirements and county office organization, operations, policies and objectives as related to assigned activities and/or instructional area.
- Theoretical and technical aspects of field of specialty.

ABILITY TO:

- Participate in coaching professional development throughout the year.
- Manage timelines and meet time-related goals.
- Analyze and evaluate situations accurately and adopt an effective course of action.
- Communicate effectively both orally and in writing.
- Drive a vehicle to conduct work.
- Interpret, apply, and explain rules, regulations, policies and procedures.
- Maintain consistent, reasonably regular, punctual attendance consistent with federal, state and local standards.
- Safely and successfully perform essential job functions consistent with federal, state and local standards, including meeting qualitative and/or quantitative productivity standards.
- Work confidentially and with discretion.
- Work independently with minimal direction.

EDUCATION AND EXPERIENCE:

EDUCATION:

- Bachelor's degree.

EXPERIENCE:

- Three years of successful teaching experience.

LICENSURE AND OTHER REQUIREMENTS:

- Valid Clear California Teaching Credential.
- Valid California driver's license; when driving for work, maintain automobile liability insurance in accordance with California Insurance Code section 11580.1 or maintain other statutorily authorized financial responsibility.

- Enrollment in the California Department of Motor Vehicles Government Employer Pull Notice Program may be required at time of hire and throughout employment with the County Superintendent.

WORKING CONDITIONS:

ENVIRONMENT:

- Drive a vehicle to conduct work, using own transportation.
- Office and/or school facility environment.
- Regular interruptions.
- Small and large group meetings.

PHYSICAL DEMANDS:

- Bending at the waist, kneeling or crouching; climb or balance.
- Eyesight corrected or uncorrected sufficient to read a variety of materials including but not limited to fine print.
- Hearing with or without use of hearing aid(s) sufficient to hear any conversation with others; understandable voice and speech patterns.
- Manual dexterity and coordination sufficient to operate office and/or classroom equipment.
- Sitting, standing and/or walking for extended periods of time.
- Use hands to handle and/or feel; reach with hands and arms.
- Must frequently lift, push, pull or carry up to ten (10) pounds and occasionally lift and/or move up to twenty-five (25) pounds.

The physical demands and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this position, subject to reasonable accommodation.

This position description may not be an exhaustive list of all duties, knowledge, or abilities associated with this classification; however, it is intended to accurately reflect the principle job elements. Related duties, knowledge, or abilities to those expressly stated may also be required for successful performance of the position.

APPROVED:

Effective: 03/15/2022 (draft)