

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

TEMPORARY CERTIFICATED POSITION

JCN: 9252
EXEMPT

PEER ASSISTANCE AND COACHING (PAC) PEER COACH

BASIC FUNCTION:

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

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:

- Assist Participating Teachers/Service Providers through demonstrations, observations, coaching, recommending conferences or workshops and other appropriate activities that will support the Participating Teacher/Service Provider.
- Commit to working and supporting assigned Participating Teacher/Service Provider for at least one (1) year.
Document all observations, visitations, and meetings with the Participating Teacher/Service Provider.
- Meet regularly with the Participating Teacher/Service Provider to discuss the PAC program, establish mutually agreed upon performances goals aligned with the California Standards of the Teaching Profession (CSTP) and/or Individualized Education Plan (IEP) to achieve pupil learning and develop the Instructional Learning Plan (ILP) and a process for determining successful completion of the PAC program.
- Maintain a written log of contacts and specific support given to Participating Teacher/Service Provider.
- Jointly document the progress on the ILP with the Participating Teacher/Service Provider.
- Participate in meetings with other Peer Coaches.
- Participate in an annual review of the program with the PAC panel.
- Submit the final ILP report within forty-five (45) calendar days of the end of the school year.
- Assist district personnel with planning, selecting, developing and/or providing in-service training of teachers involved in instructional programs.
- Attend and participate in a variety of assigned meetings, committees, conferences, in-services and/or special events.
- 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 liaison between County Superintendent and administrators, personnel, outside organizations or the public concerning assigned area.
- 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 Standards for the Teaching Profession (CSTP).
- Content Standards.
- Collective Bargaining Unit Agreement
- Curriculum frameworks.
- Student performance levels.
- Subject matter pedagogy.
- 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:

- 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 (3) years successful teaching experience.
- Previous experience as a PAC Participant preferred.

LICENSURE AND OTHER REQUIREMENTS:

- Valid Clear California Teaching/Service 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 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: 04/20/2022