



Board of Education of the City of St. Louis
CAREER OPPORTUNITY

Position Title:	Academic Instructional Coach (All Levels)
Payroll/Personnel Type:	10.5 Month
Job #:	8072
Reports to:	Director of Academic Instructional Coaches
Shift Length:	6.5 Hours a Day
FTE:	1.0 FTE
Union Eligibility:	Eligible

Position Summary:

St. Louis Public Schools is seeking Academic Instructional Coaches to serve under the supervision of the Academic Office. Academic Instructional Coaches will play a pivotal role in enhancing literacy and numeracy across all subjects. They will work closely with teachers to ensure they possess the requisite skills and knowledge to effectively teach literacy in various content areas, assess student progress, make informed pedagogical decisions based on data analysis, and implement appropriate interventions tailored to student needs (e.g., Special Education, English Language Learners).

Key Responsibilities

- **Instructional Coaching:** Build teachers' expertise in instructional strategies across all content areas to foster an evidence-based approach to literacy instruction. Provide job-embedded professional learning to support one-on-one, small-group, and content and grade-level coaching sessions to assist teachers in enhancing their instructional practices.
- **Observation and Feedback:** Utilize the Instructional Core and Instructional Rounds as key components of school improvement efforts. Conduct regular classroom observations to gain insights into instructional practices and provide timely, actionable feedback to teachers on a regular cadence.
- **Data Analysis:** Collaboratively analyze school-wide and classroom-level data with teachers to inform instructional decisions and serve as a Data Coach to implement targeted academic interventions. Strategically employ benchmark, formative, and summative assessment data to drive the coaching process.
- **Goal Setting and Monitoring:** Support teachers in enhancing their skills and knowledge to improve instructional outcomes for all students. Collaborate with teachers to establish action plans and monitor literacy goals for students, ensuring alignment with overall academic objectives.
- **Reflective Practice:** Cultivate meaningful relationships that foster teacher growth and enhance student achievement. Facilitate regular reflective conferences with teachers regarding literacy instruction and student outcomes.
- **Professional Development:** Lead professional development sessions for teachers, deeply rooted in the principles of Adult Learning Theory, with a focus on promoting literacy skills across various subject areas. Provide tailored professional development opportunities to address unique teacher needs and support instructional strategies.
- **Instructional Leadership:** Support the Instructional Leadership Team with instructional coherence by working with other departments (ESOL, Special Education, etc.), facilitating collaborative planning meetings, supporting curriculum alignment, fostering interdisciplinary collaboration, and delivering high-quality professional learning throughout the school year. Actively participate in ongoing professional development activities to enhance knowledge and skills relevant to instructional coaching and leadership.



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- **Diversity, Equity, Inclusion, and Belonging:** Champion initiatives that promote diversity, equity, inclusion, and belonging, ensuring that all students feel valued and supported to achieve their full potential.

Qualifications

- Minimum of five years of related teaching experience.
- Experience shifting instructional practices to improve student achievement and outcomes.
- Experience working in a position as a trainer, mentor, or other position that requires formalized support and training of teachers in order to improve their teaching skills.
- Deep knowledge of and significant experience with the Science of Reading and/or Numeracy and its implementation in the classroom.
- Skilled in guiding adult learners.
- Knowledge of Missouri laws and DESE recommendations regarding literacy and reading.
- Ability to apply principles of logical thinking to define problems, collect data, establish facts, and draw valid conclusions.
- Master's Degree from an accredited college or university.
- Grade Level Appropriate Certification AND K-12 Special Reading Certification or Math Certification

Desired Traits

- Lifelong learner who commits to personal and professional learning and stays on top of educational research.
- Catalyst for change who believes in the innate potential of all students and acts accordingly.
- Reflective practitioner who constantly seeks personal and professional improvement.
- Systems thinker who can support and lead teachers through complex change initiatives.
- Deep commitment to teacher development that leads to student learning.
- Empathetic leader who values relationships and builds trust with others.

Physical Requirements:

- Must be physically able to operate a motor vehicle
- Light work usually requires walking or standing to a significant degree
- Must be able to exert up to 10 pounds of force occasionally, and/or a negligible amount of force constantly to lift, carry, push, and pull or otherwise move objects, including the human body
- Must be physically able to operate a variety of equipment including computers, copiers, adding machines, etc.

Working Conditions and Environment:

- Routine office environment with minimal physical risk.

Disclaimer:

The information contained in this job description is for compliance with the Americans with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.

