

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

Position Title:	Induction Coach for the St. Louis Plan		
Payroll/Personnel Type:	10 Month		
Job #:	8708		
Reports to:	Coordinator of the St. Louis Plan		
Shift Length:	6.5 Hours a Day		
Union Eligibility:	Eligible		

### **Position Summary:**

St. Louis Plan Peer Assistance and review process is seeking an Induction Coach to serve under the supervision of the Coordinator of the St. Louis Plan. The Induction Coach will be instrumental in supporting approximately 12 experienced teachers in their first year with the St. Louis Public Schools. Those teachers must have completed at least one year in a certified teaching position in a public school. The Induction Coaches will work to support teacher's professional growth, success, and retention within St. Louis Public Schools. The realization of increased student achievement is the ultimate goal of this work.

# **Essential Functions:**

- Fluent written and oral communication skills
- Assist teachers in using technology to create equitable and ongoing access to high-quality learning
- Supportive of the State, District, and school requirements
- Ability to work with building leadership to evaluate teachers assigned to an Induction Coach
- Collaborative relationship with cross functioning groups within the District
- Attendance at all meetings with Induction Panel
- Create, manage, and present required documents to Induction Panel
- Share expertise with District initiatives
- Develop curriculum and training modules for new and veteran teachers
- Assist in identifying and implementing methods for assessing student progress
- Coach effectively by affirming, supporting, observing, suggesting, and giving constructive feedback
- Identify and assist teachers in implementing methods for motivating students to engage in effortbased work that increases student achievement
- In collaboration with building leadership, recommend termination of ineffective teachers
- Willing to return to classroom after two years or less
- Deliver Professional Development for New Teacher Orientation
- Must be able to type a minimum of 40 words per minute
- Perform other duties as assigned

# Knowledge, Skills, and Abilities:

- Passionate about improving urban public education, and driven to make a difference
- Grounded in pedagogy and a proven record of success in coaching and mentoring new and veteran teachers
- Ability to build collegial relationships
- Knowledge of the Missouri State Standards
- Understanding the St. Louis Public Schools Performance Based Evaluation
- Commitment to the profession of teaching and to take learned skills back to their classroom after serving as an Induction Coach for a maximum time of two years
- Leadership, organization, time management, and classroom management

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- Intrinsically motivated work ethic
- Complete a rigorous interview process

#### Experience:

- Currently serving as a Consultant Teacher in the St. Louis Plan
- Completed at least 2.5 years of successful service as a Consultant Teacher in the St. Louis Plan
- State Certification Early Childhood, English for Speakers of Other Languages, Special Education, Elementary, Middle or Secondary
- Middle and High school only: content specific certification Math, Science, Reading, Communication Arts, English, Special Education

# **Education:**

- State Certification Early Childhood, English for Speakers of Other Languages, Special Education, Elementary, Middle or Secondary (preferred)
- Middle and High school only: content specific certification Math, Science, Reading, Communication Arts, English, Special Education (preferred)

#### **Physical Requirements:**

- Must be physically able to operate a motor vehicle
- 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
- Light work usually requires walking or standing to a significant degree

# **Working Conditions and Environment:**

- Work is routinely performed in a typical interior/office environment
- Very limited or no exposure to 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.

Review/Approvals:			
Employee	Date	Immediate Supervisor	Date
Human Resources	D	ate	



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In connection with hiring for this position the district shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, age, disability, veteran status or national origin.