



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

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