

<b>POSITION TITLE</b>		
Classroom Culture Coach		
<b>COMPENSATION</b>		
\$XXXX		
<b>ROLE SUMMARY</b>		
The Classroom Culture Coach increases the capacity of teachers on his/her team to improve their classroom management skills and the culture of their classrooms through the delivery of professional development, peer coaching, and the modeling of techniques and strategies.		
<b>REQUIRED RESPONSIBILITIES</b>	<b>ADDITIONAL RESPONSIBILITIES (OPTIONAL/FLEXIBLE)</b>	
<ul style="list-style-type: none"> <li>• Model classroom management strategies to improve classroom culture and develop an effective instructional environment.</li> <li>• Research and obtain external resources on classroom management and the development of strong classroom cultures (e.g., online resources, resources from other districts, resources from external organizations, etc.). Share this information and resources with the rest of the school staff through professional development trainings, strategy handbooks, handouts, etc.</li> <li>• Conduct an analysis of gaps between the school's mission/vision and teachers' classroom management and culture.</li> <li>• Develop, establish and reinforce school-wide classroom management protocols and strategies.</li> <li>• Observe teachers' classroom practice to diagnose the gaps in teachers' classroom management and classroom culture.</li> <li>• Based on the observed classroom practices, provide teachers with feedback on their ability to manage student behavior and create effective classroom learning environments.</li> <li>• Ensure alignment between teachers' classroom actions and the school's mission/vision.</li> <li>• Work with teachers to problem-solve specific classroom management and classroom culture challenges.</li> <li>• Lead professional development and coaching sessions regarding classroom management and classroom culture.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish relationships with community organizations that can contribute to the school's culture, mission, and vision.</li> </ul>	
		<b>RELEASE TIME</b>
		This teacher leader will receive .25 release time (10 hours a week) to fulfill these additional responsibilities.
	<b>CASELOAD</b>	
	<ul style="list-style-type: none"> <li>• Responsible for working with up to 8 of his/her colleagues.</li> <li>• The teachers on this caseload will be determined in conjunction with the school leader and school leadership team.</li> </ul>	
<b>EXPECTED OUTCOMES</b>		
<ul style="list-style-type: none"> <li>• Commonly implemented classroom management strategies across the entire school.</li> <li>• Teachers understand the gaps that exist within their classroom's culture and are implementing strategies to address those gaps.</li> <li>• There is regularly facilitated professional development related to classroom management and classroom culture.</li> <li>• Increased number of observations regarding classroom management and learning environment.</li> <li>• More frequent coaching of teachers based on classroom management gaps.</li> <li>• Reduction in student discipline incidents in the classrooms of teachers being coached.</li> <li>• Improved attendance rates for students in the classrooms of teachers being coached.</li> <li>• High student engagement in the classrooms of teachers being coached according to teacher and school leader observation data.</li> </ul>		

### **LENGTH OF TERM FOR THE ROLE**

One year.

Term may be extended pending a review of school needs and the teacher leader's success in the role after the first year.

### **MINIMUM QUALIFICATIONS**

- Must be Effective or Highly Effective according to the latest end of year teacher evaluation rating.

### **SELECTION CRITERIA**

- Demonstrated ability to establish a positive classroom culture.
- Demonstrated ability to use effective classroom management strategies.
- Demonstrated ability to lead and manage other adults.
- Demonstrated ability to achieve student growth.
- Excellent interpersonal skills.
- Well respected among peers.
- Able to establish trust with peers.
- Strong written and oral communication skills.
- Highly organized.
- Enthusiastic.
- Knowledgeable about district school systems, processes and policies.
- Takes initiative to solve problems.

### **SELECTION PROCESS**

Interested candidates will need to complete the following:

- Submit a portfolio containing evidence of their performance and skills.
- An application for this role.
- An interview with the school leader.
- Model effective classroom management practices.

Ultimate selection for this role will be based on the principal's final decision.

### **PROFESSIONAL DEVELOPMENT**

This role will require three days of training over the summer and two days of training during the school year (dates TBD).

Possible training topics include:

- Conducting observations using the evaluation rubric
- Effective instructional coaching techniques
- Facilitating difficult conversations
- Time management