

## Job Description: Instructional Coach

### Role Summary:

The Instructional Coach is part of the Primary/Middle School Leadership Team and is responsible for bringing evidence-based practices into classrooms by working with and supporting teachers and administration with the goal of increasing student engagement, improving student achievement, and building teacher capacity. She/He/They reports to the Learning Coach for the Junior school.

The Instructional Coach focuses on individual and group professional development that will expand and refine the understanding of researched-based effective instruction. To meet this purpose, the Instructional Coach will provide personalized support that is based on the goals and identified needs of individual teachers and teams. To maintain a positive and trusting coach teacher relationship, this is a non-evaluative role.

This position plays a crucial role in driving instructional excellence and fostering a culture of continuous improvement.

### Key Responsibilities:

#### 1. Provide instructional leadership and support to facilitate teacher learning and development:

- Work collaboratively across grade levels within the Primary school to improve student learning by improving teacher learning.
- Improve learning experiences for both teachers and students through a variety of approaches, lifting the level of instructional practice, primarily by focusing on teachers and teams where it will have the most impact.

#### Coach teams and individuals using a coaching cycle, including:

- planning with individuals and teams
- reflecting with teachers and teams
- modelling practices
- co-teaching
- mentoring
- classroom observations (to collect data, to provide feedback).
- support teacher development.

#### In line with school goals:

- coach and use protocols which support the setting of team goals
- coach and use protocols that support reflection on team goals
- develop the required training in collaboration with the DHLR

#### In line with teacher needs:

- work with teachers to build capacity
- work with the respective sectional leadership Team to identify opportunities for internal and external professional development.

**Through sharing instructional practices and resources:**

- communicate and demonstrate research-based instructional practices
- research and curate developmentally appropriate resources which support learning in line with unit plans
- Use a range of protocols and strategies to deepen understanding of play, inquiry-based practices and concept-driven learning
- Co-create rubrics and an evaluation framework with the DHLR for teachers to be able to self-assess

**2. Promote curriculum development, identifying and evaluating opportunities for new programmes and/or initiatives:**

- Gather and analyse student engagement and achievement data in order to inform curriculum and teaching and learning practices
- Work with the Primary Years Programme Coordinator Designate (PYPCD)/ Middle Years Programme Coordinator Designate (MYPCD) and the DHLR in leading the review of the curriculum

**3. Professional Learning:**

- Demonstrate a commitment to ongoing professional development as required by the responsibilities of the role.

**Other Responsibilities:**

Perform any other duties as assigned by their Reporting Manager and/or the Head of Section.