

**SCHOOL DISTRICT OF SARASOTA COUNTY****JOB DESCRIPTION****LITERACY COACH K-12****SALARY SCHEDULE: INSTRUCTIONAL****COST CENTER: SCHOOL SITE****MINIMUM QUALIFICATIONS:**

- Minimum of three years classroom teaching experience in Language Arts and/or Reading and/or English, and/or Elementary Education
- Possession of or eligible for a valid regular Florida teaching certificate
- Bachelor's or Master's degree from an accredited college or university
- Certification in Reading or Reading Endorsement
- Passed District Instructional Screening Process

**KNOWLEDGE, SKILLS, AND ABILITIES:**

- Ability to work with administrators, faculties, district staff, students, and families.
- Ability to prepare and deliver professional learning, presentations, and workshops to varying audiences, including content area teachers and administrators.
- Ability to provide coaching and job-embedded classroom learning experiences to support and develop teachers.
- Ability to model evidence-based strategies to adult learners in various settings (e.g., workshops, blended learning courses, professional learning communities, webinars, etc.).
- Ability to provide intensive, high-impact interventions based on advanced progress monitoring data to students utilizing a variety of delivery models.
- Exhibits specialized knowledge of scientifically based reading research, evidence-based best practices, English Language Arts standards, and how to work with educators as adult learners.
- Demonstrate specialized expertise in high-quality reading instructional pedagogy and andragogy.
- Ability to analyze data and use it to inform support, decisions, response plans, and interventions for students and teachers.
- Skillful collaborator, evidenced by excellent oral and written communication skills, interpersonal skills, conflict resolution strategies, stress management, planning and organizational skills, and problem-solving methods.
- Ability to be flexible, work independently, efficiently manage time, and continue personal growth.

## LITERACY COACH (Continued)

### **REPORTS TO:**

School Principal

### **JOB OBJECTIVE:**

The Literacy Coach (K-5, 6-8, 9-12) will direct instructional services related to literacy for all students and provide direct support to teachers implementing the district's K-12 Comprehensive Research-based Reading Plan at the school level.

The Literacy Coach is pivotal in leading teachers and administrators in advancing teacher practice and student performance in literacy. The goal is to support teachers in delivering high-quality core instruction with aligned tiered supports, improving student performance outcomes.

### **SUPERVISES:**

N/A

### **PERFORMANCE RESPONSIBILITIES:**

- The coach provides collegial, job-embedded support to implement data-informed and student-centered high-quality literacy instruction. Coaches accomplish this by collaborating with leaders and teachers, engaging in co-teaching, common planning, modeling, reflective conversations, and data sessions to build teacher and school capacity to improve achievement.
- Provide professional learning on the major reading components, as needed, based on analyzing student performance data.
- Administer and analyze instructional assessments and provide differentiated instruction and intensive interventions.
- Support schools in developing and implementing their School Improvement Plan, school-based RtI Plan, and other schoolwide action plans.
- The Literacy Coach will provide targeted students with interventions through various delivery models aligned to the science of reading and advanced progress monitoring data.
- Model effective instructional strategies for teachers in whole and small-group instruction.
- Collect and use data on instructional practices to inform and implement professional learning activities.
- Work with teachers to ensure that evidence-based reading strategies and programs grounded in the science of reading are implemented with fidelity.
- Lead literacy leadership teams, PLC's CPT, and professional learning sessions based on the needs of the school site.
- Continue to grow professionally to increase knowledge of and ability to apply effective pedagogy and andragogy.
- Prioritize time to teachers, activities, and roles that will impact student achievement in reading, including coaching and mentoring teachers daily.

#### LITERACY COACH (Continued)

- Work with school leadership to plan and implement a consistent program of improving reading achievement using evidence-based strategies that demonstrate a statistically significant effect on improving student outcomes.
- Participates in job-embedded Literacy Coach Endorsement Coursework (completed by the end of the second year in the position).
- Attend monthly district cohort professional learning.
- Perform other incidental tasks consistent with the goals and objectives of this position as assigned by the Principal, Chief Academic Officer, and Lead Literacy Coach Cadre Program Specialist or Curriculum Director.

#### **PHYSICAL REQUIREMENTS:**

Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds frequently to move objects.

The demands of possible extended workdays for meetings, professional development, training, and/or community/school/district events require a high level of physical and mental endurance. This job requires the ability to handle and balance multiple demands simultaneously.

#### **TERMS OF EMPLOYMENT:**

Salary and benefits shall be paid consistent with the District's approved compensation plan.

Additional contracted summer months may be required

Hours of employment shall be those established by the District.

#### **EVALUATION:**

The performance of this job will be evaluated in accordance with provisions of the Board's policy on the evaluation of personnel.

#### **Job Description Supplement No. 03**