

# Instructional Coach

## Overview:

Coaches are teacher colleagues who support, empower and accompany teachers in achieving their classroom goals by implementing best practices. Coaches will provide instructional assistance, support, mentoring, teaching and training in pedagogy to classroom teachers and educational assistants. NCAI implemented the instructional coach position in 2015 and there are two coaches that work together to meet the needs of all areas of the school.

## Essential Functions:

- Support and promote the philosophy, values, and goals of ANCA.
- Develop and maintain a positive, confidential, and collegial coaching relationship with teachers through formal and informal one-on-one conferences, classroom observations, and follow-up discussions.
- Use student data to guide goal setting and next steps.
- Provide a balanced, comprehensive and cross-curricular approach to given subject areas.
- Encourage ongoing professional growth by all teachers with a focus on student achievement.
- Empower teachers to be self-motivated and take initiative in meeting their needs as they strive to fulfill their job description with excellence.
- Maintain distinction between the roles of coach and principal; observations by coaches will not be used in formal evaluation of teachers, but coaches and principals will collaborate to promote teacher growth and development.
- Maintain distinction between the roles of coach and teacher; coaches will help teachers develop strategies but will not work directly with students.

## Instructional Coach Availability and Clients:

- An instructional coach should be seen as a resource that any teacher may seek out for assistance and professional growth in areas they have identified for improvement. Administrators may suggest that teachers seek help from a coach, but each teacher is solely responsible for his/her growth and for seeking necessary resources to improve any identified areas of needed growth.
- During their first year at NCA, new teachers will be assigned to a coach with the goal of helping them transition to NCA and/or the teaching profession, and to establish a solid relationship that will enable stronger trust and support in future years.

## Qualifications:

- 4-year degree in Education or related field; Master's degree preferred
- Teacher certification and 2 years classroom teacher experience required
- Experience as instructional coach preferred
- Evangelical Christian testimony with active local church experience

- Sense of calling to teach in a third-world setting
- Creativity, attention to detail, good interpersonal skills and excellent organizational abilities
- Willingness to make a three (or more) year commitment
- English is first language; conversational Spanish preferred
- Willing to be trained in and apply ANCA coaching methods