

OLYMPIA SCHOOL DISTRICT NO. 111

Job Category: Certificated

Posting Dates: May 7, 2021 - Open Until Filled

The Olympia School District Human Resources Office is now accepting applications for the following positions. Interested district employees may submit a transfer request by calling the District Human Resources at 596-6185 prior to the deadline date.

Position	Hours/FTE	Location
Teacher – Instructional Coach, Content Specific	1.0 FTE/Continuing	K-12 Teaching & Learning
<p><i>This hiring pool is being posted in direct response to needs being expressed by stakeholder groups through the 2021 Budgeting for Student Success process. The district anticipates hiring multiple district-deployed, content-specific Instructional Coaches to support educators, students, and families with learning acceleration launching in the 2021-22 school year. This effort is in direct response to the COVID-19 global health pandemic, in support of our students and connected to our overall Academic & Student Well-Being Recovery Plan.</i></p> <p><i>Within the letter of intent/hiring materials, candidates should identify which grade-level (elementary or secondary) and specialty subject area(s) (English Language Arts, Mathematics, Science, English Language Acquisition, and/or Social Studies) they have expertise in. Prior to the interview, candidates can expect a communication with more details about the interview phases, which will include a performance-based task phase for the specialty subject area(s) they identify as their area of expertise. At the elementary, level one additional “specialty subject area” of expertise will be considered: Integrated Learning.</i></p> <p><i>The Olympia School District is committed to increasing the diversity of staff in our schools. Candidates who can contribute to this goal are encouraged to apply and to identify their strengths and experiences in this area.</i></p> <p>Salary: OEA Salary Schedule</p>		

Job Purpose Statement/s: The job of “Teacher – Content-Specific Instructional Coach” are teacher leaders who are committed to engaging, equipping, and empowering others in support of student success. These teacher leaders are part of the Teaching & Learning Team for the district.

District-deployed Content-Specific Instructional Coaches will be responsible for partnering with fellow school administrators, teachers, and district leadership to enhance conditions that maximize student potential for accelerating learning of Washington State Learning Standards through the lenses of equity, blended learning & innovation, data literacy, and our Danielson Instructional Framework. Content-Specific Instructional Coaches will take a data-informed and result-driven approach to coaching, collaborating, and consulting at assigned buildings alongside establishing systemic supports for alignment & innovation across the district.

Supervision and Controls over the Work: Content-specific Instructional Coaches under the supervision of the Chief Academic Officer or designated administrator on the Teaching & Learning Team. This position is responsible for results in terms of educator success for student outcomes.

Essential Job Functions:

- Fully understand, partner with educators to establish systems, and develop professional growth specific to: Washington State Learning Standards for subject area(s) of specialty and related research about
 - prioritizing content within the specialty subject area(s) for students' long-term success,
 - instructional moves that accelerate student learning within the specialty subject area(s),
 - effectively leveraging technology for student learning, and
 - effective classroom & building-level systems to maximize student potential through MTSS within the specialty subject area(s).
- Lead review and organization of instructional materials for specialty subject area(s) including digital and physical curricula resources
- Collect and analyze data in order to evaluate effectiveness of specific program components. This includes data related to student outcomes, professional growth, communications, and educator engagement within digital applications specific to supporting student learning within specialty subject area(s). In partnership with the Director of Assessment and other Teaching & Learning administrators, content-specific Instructional Coaches will report Lessons Learned from the data sets with the field and next steps for continued partnership in support of student success at least once a year.
- Partner with educators who support students within the specialty subject area(s) within our system of MTSS on systems for identifying and supporting students at different readiness levels and intervening to maximize student potential through an intervention-extension model. Depending on the content area, educators could span classroom teachers, interventionists, para educators, and related roles as well as Principal/Assistant Principal supervisors.
- Model, co-plan, co-teach, and debrief/reflect on lessons and interventions with teachers as part of professional growth models for student success.
- Mentor teachers who are new to the profession of teaching as part of the New Teacher Induction Program (BEST Grant).
- Mentor/coach teachers in best practices in content and pedagogy, in alignment with the Danielson Instructional Framework.
- Lead K-12 standards-alignment and content prioritization efforts in support of learning acceleration in response to unanticipated learning disruptions during the 2020-21 school year. Maintain a high level of subject matter expertise to ensure these efforts maximize student potential for long-term success within the given subject area(s).
- Present updates to teachers, principals, and School Board
- Other duties as assigned

Job Requirements - Qualifications:

- **Experience Required:** Successful experience as an instructional coach in a school or district and/or strong understanding of adult learning theory coupled with experience facilitating adult learning experiences in in-person, blended, and virtual environments preferred.
- **Skills, Knowledge and/or Abilities Required:**

Demonstrated knowledge of technology, or ability to readily learn technical systems. Common systems used in OSD include: Schoology, Nearpod, FlipGrid, Edgenuity, Skyward, Homeroom, EDS, Smarter Balanced TIDE, NWEA MAP, Google Workspace, OSPI Report Card, Google Data Studio, and Tableau

Demonstrated knowledge of assessments at the student, classroom, and system level. Screener assessment used in OSD: NWEA MAP

Strong working knowledge of (1) Washington State Learning Standards and (2) State Assessments for Elementary or Secondary specialty subject area(s) (English Language Arts, Mathematics, Science, and/or Social Studies) they have expertise in. At Elementary, one additional “specialty subject area” of expertise will be considered: Integrated Learning.

Demonstrated ability to use a data-informed and results-driven approach within a MTSS approach in support of the Whole Child

Ability to attend and provide professional development offerings before and after school periodically

Positive interpersonal skills (communication, problem solving, conflict management, collaboration) with strong professional orientation, leadership, and ability to be self-directed to see tasks through

Ability to provide own transportation between District office and schools

- **Licenses, Certifications, Bonding, and/or Testing Required:** Valid Washington State Teaching Certificate; Criminal Justice Fingerprint Clearance.

Application Procedure for out of district candidates

Apply through EdJobsNW at <https://edjobsnw.org>

If you share our commitment to provide challenging opportunities for all students to be successful, we'd like to hear from you!

Olympia School District 111 Bethel St. NE Olympia, WA 98506
(360) 596-6185 FAX (360) 596-6181 <http://osd.wednet.edu>

Equal Employment Opportunity:

Olympia School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Auxiliary aids and services will be provided upon request to individuals with disabilities. The following employee(s) have been designated to handle questions and complaints of alleged discrimination: Title IX Officer – Michael

Hart, (360) 596-8545, mhart@osd.wednet.edu; Executive Director of Elementary Education – Autumn Lara, (360) 596-8534, alara@osd.wednet.edu; Section 504 and ADA Coordinator (Students) – Ken Turcotte, (360) 596-7530, kturcotte@osd.wednet.edu; ADA Coordinator (Staff) – Starla Hoff, (360) 596-6185, shoff@osd.wednet.edu; Affirmative Action Officer and Civil Rights Compliance Coordinator – Scott Niemann, (360) 596-6185, sniemann@osd.wednet.edu. Address: Knox Administrative Center, 111 Bethel St NE, Olympia, WA 98506.

The Olympia School District will provide reasonable Accommodations to enable persons with disabilities the opportunity to apply for open positions and to participate in District interview procedures. Persons with disabilities or are in need of translation services are asked to notify the Human Resources Office at least three days prior to the date on which the requested accommodation is needed. Human Resources Officer: Voice: (360) 596-6185 or TDD: (360) 596-7537 or FAX: 360-596-6181.