

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

JOB DESCRIPTION

POSITION: Turnaround Coach

REPORTS TO: Principal

ANTICIPATED START DATE: AUGUST 2018

PRINCIPAL ACCOUNTABILITIES:

- With the principal and the instructional leadership team, support faculty in the implementation of the school's vision, mission, and strategic goals to support college-readiness and academic and socioemotional success for all students;
- Drive rapid and dramatic instructional improvements by implementing strategies in line with the priority areas identified in the School Accountability Plan;
- Support and supervise the implementation of rigorous, standards-based instruction with measurable outcomes;
- Enact a coaching and feedback cycle that ensures continuous improvement in teaching and learning;
- Analyze student achievement results to identify areas of need and inform school improvement efforts;
- Work directly with faculty to assist and improve their understanding and use of student performance data;
- Work with the principal, the leadership team, departments, and individual teachers to develop and improve formative assessments and the use of formative assessments as part of a data-driven instructional improvement process
- Design and coordinate data cycles at the school and department levels for the purpose of determining the extent to which programs being implemented are working and are having their intended effects;
- Analyze student performance data at the request of the principal, instructional leadership team, and/or department head to staff in instructional planning and improvement. Upon completion of the analysis, present the information along with recommendations based upon the data to the school or department, as requested;
- As requested, design and conduct surveys of school staff, school site planning council, parents and/or students concerning program management and effectiveness, parental/community involvement, and students' experiences with specific program objectives.
- Advise the principal on professional development for faculty to address identified areas of need; and
- Develop a collegial environment that supports teacher leadership, collaboration, and growth.

The Turnaround Coach will:

- Be focused on results and have proven success in increasing student achievement and staff performance through the use of data (identify relevant data; collect and analyze data; develop action plan supported by data);
- Influence and motivate others to reach their potential;
- Be a solution-oriented and creative problem solver with experience in data analysis and creating and managing systems;
- Set high expectations and communicate them to a variety of stakeholders;
- Understand, communicate and effectively interact with all staff
- Continually reflect and seek feedback to improve practice;
- Have demonstrated perseverance in their career and education;
- Thrive in a fast-paced, change-oriented environment; and
- Possess strong pedagogical skills and are highly effective at coaching other adults.

QUALIFICATIONS:

- MA DESE teaching license in a core content area at the high school level with the SEI endorsement
- Experience as a school leader
- 2+ years of teaching experience
- Demonstrated knowledge of English Language Development (ELD) and Sheltered English Immersion (SEI) strategies
- Demonstrated experience in building a positive school culture
- Knowledge of statistics and statistical analysis
- Proficient at designing effective assessments and surveys
- Experience in an urban, high-poverty, and/or turnaround school

SALARY: Per the Unit A salary scale plus Instructional coach stipend. The Turnaround Coach will work the teachers' work year plus two additional days in the summer at the direction of the supervisor.