

## Induction Program Reflective Coach

Formally Known As BTSA Support Provider

### Job Description

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#### POSITION DESCRIPTION:

In partnership with the Adelanto Elementary School District, Riverside County Office of Education, and the Teacher Support Center Director, provide mentor leadership and focused support to candidates in the RIMS Induction Program. Promote the professional practice and well-being of beginning teachers as they build upon their knowledge and skills and demonstrate their abilities to enhance the academic achievement and overall growth of students. Assist qualifying teachers in fulfilling the requirements of the California clear credential for general education and/or special education setting.

#### FUNCTIONS:

- Meet regularly with each assigned candidate (approximately one hour each week).
- Provide intensive, individualized support and assistance to assigned candidates through confidential, collaborative, and meaningful relationship in the manner of an exemplary role model.
- Facilitate meaningful, new teacher growth using the reflective coaching guidelines for formative assessment curriculum.
- Observe the assigned candidate to provide evidence of practice.
- Support timely progress of each assigned candidate's induction program and certify completion for each phase of the induction process.
- Participate in Induction events (i.e, orientation and colloquium) with your assigned candidate.
- Complete an annual statewide survey and participate in program evaluations and/or focus groups to provide feedback on program effectiveness.
- Document status of induction progress with candidate.
- Travel to school sites to meet with or observe candidate during the typical work day of a teacher during the school year.

- Shall maintain confidentiality of observations and dialogue between reflective coach and induction candidate.

#### KNOWLEDGE OF:

- California Standards for the Teaching Profession
- Teacher development and adult learning theory
- Instructional strategies for differentiation and equity relative to diversity and student achievement

#### SKILLS AND ABILITIES:

- Perform as an exemplary professional role model to promote a positive professional image by action and communication.
- Effective communication and interpersonal skills to coach and work collaboratively with candidates, peers, and others in the school environment
- Strong skills in the use of technology for classroom instruction and professional learning.
- Willingness to learn and expand technology skills in a 21<sup>st</sup> century learning environment.
- Self-directed to meet program and state standards.

#### CERTIFICATION, EDUCATION AND EXPERIENCE:

- Five years of exemplary teaching within the Adelanto Elementary School District.
- Valid California Clear General Education or Special Education teaching credential. English Learner authorization preferred.
- Prior Induction (BTSA) experience and/or site leadership helpful.