

Winfield Mt. Union Community School District

Job Title: Instructional Coach (Emphasis on Behavior)

Reports to: Elementary and Secondary Principals

Basic Function: The Instructional Coach fulfills the mission of Winfield - Mt. Union School by working with school faculty to improve the quality of their lessons and the quality of the students' education. They serve as a role model and help teachers stay up to date using the latest techniques and technologies in their classrooms.

Essential Functions:

- Responsible for academic and behavioral intervention services for the school's regular education at-risk population. The primary role of the coach is to be preemptive so that more children have their social, emotional, and behavioral needs met in the general education classroom.
- Work collaboratively with the school Principal to develop an effective In-School Personal Development program for regular education at-risk children by reinforcing and drawing positive attention toward replacement behaviors. Additional functions will include mentoring teachers who have groups of students that demonstrate a) lack of focus in instruction and participation, b) noncompliance to ordinary routines and school expectations, c) inability to self-regulate or inhibit tendencies to disrupt the learning environment.
- ensure that all students are supported in a manner that will successfully address the rate of repeat at-risk social, emotional, and behavioral manifestations.
- work collaboratively with the School Social Workers, Guidance Counselor and faculty to provide empathic, preventative support in a progressive nature and in the least restrictive setting.
- develop appropriate personalized relationships with all students as well as with other children as assigned by the principal. The Coach will build positive and productive relationships with students and leverage those relationships to fully engage students in their learning environment by reinforcing the demonstration of replacement behaviors in a variety of environments.
- act as a member of the Student Assistance Team; proactively teach interpersonal life skills in a social context; coach and train teachers in use of multi-tiered interventions for all students
- use data to inform decision making; use data to evaluate the effectiveness of interventions; and assist with student behavior in and out of the classroom.
- Performs other duties as assigned.

Job Requirements:

- Bachelor's degree in education
- Iowa teaching certification
- 5 or more years of successful classroom teaching experience

Equal Employment Opportunity Statement

It is the policy of the Winfield - Mt. Union School District not to illegally discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age, marital status, sexual orientation, and gender identity in its educational programs and its employment practices. The statements contained herein describe the scope of responsibility and essential functions of this position but should not be considered to be an all-inclusive listing of work requirements. Individuals may perform other duties as assigned. Nothing in this job description restricts the Board's right to assign or reassign duties and responsibilities to this job at any time unless restricted by law or a negotiated contract.

Signature of Supervisor: _____ **Date:** _____