

MONTCLAIR PUBLIC SCHOOL DISTRICT

Montclair, New Jersey

Internal Posting

JOB TITLE: DISTRICT BILINGUAL/ESL/ WORLD LANGUAGES INSTRUCTIONAL COACH

REPORTS TO:

Central Office Bilingual/ESL/World Languages Administrator and Superintendent

QUALIFICATIONS:

1. Master's Degree
2. Valid New Jersey Instructional certification in either ESL, Bilingual or World Language.
3. Minimum of five years teaching experience.
4. Demonstrate knowledge and understanding of effective instructional strategies, classroom management, learning assessment and diagnosis, coaching and support of instructional bilingual, ESL, and/or World Languages district instructional and support staff, and research best practices related to learning.
5. Knowledge of New Jersey Student Learning Standards (NJSLS)
6. Knowledge of the WIDA English Language Development (ELD) Standards Framework
7. Ability to plan, organize and administer a district-level professional development program at each respective school site.
8. Exhibit a personality that demonstrates enthusiasm and interpersonal skills to relate well with students, staff, administration, parents, and the community.
9. Required criminal history background check and proof of U.S. citizenship or legal resident alien status.

NATURE AND SCOPE OF JOB:

The Instructional Coach is responsible to support teachers in providing high-quality instruction that meets the unique needs of language learners and promotes their academic success. The Instructional Coach is responsible for bringing evidence-based practices into classrooms by working with and supporting teachers and administration with the goal of increasing student engagement, improving student achievement, and building teacher capacity. The Instructional Coach will work with classroom teachers to assist with the implementation of the district's adopted curriculums to improve overall student achievement. The Instructional Coach focuses on individual and group professional development that will expand and refine the understanding about researched-based effective instruction. To meet this purpose, the Instructional Coach will provide personalized support that is based on the goals and identified needs of individual teachers.

JOB FUNCTIONS AND RESPONSIBILITIES:

1. Collaborating with instructional staff and support staff:
The Instructional Coach will work closely with teachers to understand their needs, goals, and challenges. This includes collaboration on lesson planning design, effective research-based instructional strategies, and curriculum development to ensure effective instruction for bilingual, ESL, and world languages learners.
2. Providing professional development:
 - a) The Instructional coach will facilitate professional development sessions for instructional, support staff and administrators focusing on best practices in language instruction, cultural responsiveness, and differentiation.
 - b) The Instructional Coach will help instructional and support staff stay updated with research-based strategies and resources to improve their instructional practices (i.e., Sheltered English Instruction-SEI; Differentiated Instructional Practices; WIDA Can Do Descriptors; Seal of Biliteracy; Dual Language; Biliteracy, Access 2.0, etc.).
3. Modeling effective instruction:
The Instructional Coach will demonstrate effective teaching techniques and strategies in bilingual, ESL, and world languages classrooms. By modeling instructional practices, the Instructional Coach will provide teachers and support staff with examples of how to implement strategies effectively and address the unique needs of language learners.
4. Analyzing data and assessment:
The Instructional Coach will assist teachers in analyzing student data and assessment results to inform instructional decision-making. The Instructional Coach will help teachers interpret data to identify areas of strength and areas that require additional support, and guide teachers in implementing appropriate interventions.
5. Supporting culturally responsive instruction:
The Instructional Coach will promote culturally responsive instruction by helping teachers create inclusive and engaging learning environments. The Instructional Coach will provide resources and strategies to ensure that diverse cultural backgrounds and languages are valued and integrated into the curriculum.
6. Collaborating with other stakeholders:
The Instructional Coach will work collaboratively with administrators (school-based and central office) and support staff to align instructional practices and resources. The Instructional Coach will participate in professional learning communities (PLC), vertical and horizontal articulation meetings and contribute to the development of district-wide initiatives and programs.
7. The Instructional Coach will provide daily in-class support for teachers by mentoring, coaching and monitoring student progress.
8. The Instructional Coach will facilitate study groups and plan activities for paraprofessional, teachers, administrators and parents.
9. Perform other related duties as assigned by the Central Office Supervisor/Director and Superintendent

TERM OF EMPLOYMENT: 10-month salary and benefits as determined by the MEA negotiated agreement.

EVALUATION: Performance of this job will be evaluated annually in accordance with the Board's policy on evaluation of certified staff.

Established: 11/2023

The Montclair Public School District encourages people with disabilities, minorities, veterans and women to apply. Applicants and employees will not be discriminated against on the basis of any legally protected category.

EEO/AA/Vet/Disability Employer