

SHANGHAI AMERICAN SCHOOL

TITLE: INSTRUCTIONAL COACH
SCALE: TEACHER SALARY SCALE
CONTRACT DAYS: up to 191 days

POSITION SUMMARY:

The Instructional Coach fosters a culture of collaborative inquiry and continuous growth, empowering educators to design and deliver innovative and inspiring learning experiences that ignite students' passion to contribute mindfully to a complex and interconnected world.

SUPERVISED, EVALUATED BY AND REPORTS TO:

- Divisional Principal, in partnership with Associate Director of Educational Programs

SKILLS, COMPETENCIES, DISPOSITIONS and PERFORMANCE RESPONSIBILITIES

- Partnering with Adult Learners
 - Developing a professional learning environment and trusting relationships that promote a sense of safety and motivation to take risks, learn, and share
 - Empowering faculty to continually explore opportunities for evolving practice
 - Modeling and facilitating a continuous reflective cycle for professional improvement
 - Demonstrating understanding and application of culturally responsive instructional coaching strategies and practices
- Fostering a Culture of Collaborative Inquiry and Reflective Practice
 - Using, modeling, and supporting the development of Adaptive Schools practices
 - Fostering mutual respect and responsibility among group members
 - Fostering an inclusive learning environment that supports diverse learners and educators
 - Facilitating and supporting collaborative action research and inquiry
- Modeling Effective Communication Strategies
 - Demonstrating expertise in oral and written communication
 - Giving feedback openly, constructively, and compassionately
 - Demonstrating high levels of emotional intelligence
- Supporting Curriculum, Instruction and Assessment
 - Empowering and inspiring faculty to develop innovative curricular programs, instruction, and assessment practices and tools in alignment with SAS mission and vision
 - Supporting alignment of a PK-12 concept-based curriculum, instruction and assessment
 - Providing leadership and instructional coaching in support of the SAS instructional frameworks and strategies
 - Assisting collaborative teams in leveraging the use of technology to transform student learning
- Providing Professional Learning in support of SAS Mission and Vision
 - Providing ongoing, embedded professional learning
 - Facilitating learning sessions to small and large groups of faculty
 - Modeling exemplary instruction for teachers through researched-based practices, including observations, modeling lessons, collaborative lesson planning, and small and large group learning
 - Leading data-driven dialogue to develop common understandings and inform action
 - Coaching teachers in identifying and achieving professional growth goals
 - Partnering with educational leaders and consultants
- Partnering with Educational Leaders
 - Providing parent and community education regarding the current and future approaches to learning
 - Evaluating and developing ways to best support forward-thinking education
 - Gathering and using teaching and learning data to inform decision-making
 - Creating and implementing plans in support of schoolwide system goals and sustainability

- Actively supporting implementation of school, campus, and divisional strategic and improvement plans
- Completing other reasonable duties as assigned by the supervisor

PREFERRED QUALIFICATIONS

- Advanced qualifications in Leadership, Curriculum and Instruction, or related field
- Teacher certification or credential
- Recent experience as school-based educator
- Experience as a peer coach, instructional coach, consultant, and/or professional learning provider
- Experience leading teams
- In-depth understanding of various curriculum frameworks
- Experience working with and/or in-depth understanding of technology integration

SAS BELIEVES:

- That each employee makes a significant contribution to our success
- Those contributions should not be limited by the assigned responsibilities

Therefore, this position description is designed to outline primary duties, qualifications, and job scope, but not limit the employee or SAS to only the work identified. It is the expectation of the School, which each employee will offer his/her services wherever and whenever necessary to ensure the success of our organization.

How we see the world is how we experience the world

We believe that diversity, equity, and inclusion enrich our community and create a sense of belonging that compels each of us to grow. Therefore, we commit to a journey of community growth that is grounded in best and sustainable practices rooted in our mission and core values. We seek individuals who are ready to contribute to such an environment.

Child Safeguarding at SAS

Shanghai American School, in keeping with our core values and vision statements, has a Child Safeguarding Policy that guides our faculty, staff, and families in matters related to the health, safety and care of children in attendance at our school. By accepting employment at SAS, all faculty and staff agree to work in partnership with the School and abide by the policies adopted by the SAS Board.

With this in mind,

- Applications will be thoroughly and rigorously screened in line with our strong commitment to all aspects of child protection and safeguarding.
- Shanghai American School reserves the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Shanghai American School reserves the right to withdraw an applicant's candidacy if current and former supervisor references are not provided.
- Hiring is contingent upon successful criminal background checks.

Applicants are asked to apply as early as possible, as Shanghai American School reserves the right to close the selection process at any time.