


ATTACHMENT X-C

ATTACHMENT X-C: Instructional Coaches
Recommended Action: Approve Four Instructional Coaches for the 2022-23 SY
Recommended Motion: Approve as presented.

We are recommending four instructional coaches for the start of the 2022-23 school year. We would provide a coach for the high school, one for grades 5th – 8th, and two coaches for grades Pre-K – 4th. These coaches would work directly with teachers to collaborate and enhance instructional practices in the classroom. Specifically working with data analysis, best practice instruction, reflection, and collaboration will be a large part of this position. The positions will be paid for with local and grant funds. The administration will provide more details in a power point at the meeting.

Approximate cost: \$275,000




Instructional Coaching



Proposal

- We are proposing 4 Instructional Coaching positions for the 2022-2023 school year.
 - High School
 - Upper Elementary/Middle School
 - Poplar Grove Elementary
 - Capron/Manchester Elementaries



1.
What is
student-centered
instructional
coaching?

Student-Centered Instructional Coaching

- An evidence-based instructional coaching model
- Shifts the focus from “fixing” teachers to collaborating with them to design instruction that targets student outcomes
- Takes a data-driven approach

7 Core Practices for Student-Centered Coaching





2.

What are our
goals for
instructional
coaching?

Goals of Instructional Coaching

To improve teacher practice through reflective student-centered coaching cycles.

To increase teacher use of data to drive instructional decisions.

To improve student growth and achievement on classroom level, district level, and state level assessments.





3.


How will we
measure the
impact of
instructional
coaching?

Short-Term Measures

- The number of teachers who participate in a coaching cycle.
- Student proficiency on learning goals from the curriculum during coaching cycles (classroom assessments).
- Student growth during coaching cycles (classroom assessments).

Long-Term Measures

- Above average NWEA MAP growth for classrooms who participate in a coaching cycle (measured by CGI).
- An increase in student achievement on the following assessments: NWEA MAP, IAR, ISA, PSAT, and SAT.



4.
How will
instructional
coaching support
district goals?

Curriculum Design Process

- The instructional coaches will be involved in supporting the implementation of new curriculum and instructional strategies.
- The instructional coaches will assist with data analysis of classroom, district, and state assessments.

Effective Teams / PLCs

- The instructional coaches will support the implementation of and participate in PLCs in their buildings.
- The instructional coaches will assist grade level and content area teams with making data-informed decisions within instructional coaching cycles.

MTSS

- The instructional coaches will support teachers in making data-driven instructional decisions.
- The instructional coaches will deliver professional learning and support the implementation of instructional strategies to address student learning needs.



5.
How will we pay
for the
instructional
coaches?

Budget

- Estimated \$70,000 per teacher with salary and benefits
- Total estimated cost \$250,000 to \$300,000 for 4 coaches
- Positions will be paid for with local and grant funding



Thanks!

Any questions?

