



Instructional Coach

Overview

An instructional coach is an experienced educator who provides personalized support to teachers through collaboration, modeling, and feedback to enhance instructional practices and improve student learning. They facilitate professional development, analyze data, and implement research-based strategies to foster continuous teacher growth.

Qualifications

- 4-year degree in Education or related field; Master's degree preferred
- Teacher certification and 2 years classroom teacher experience required
- Experience as instructional coach preferred
- Evangelical Christian testimony with active local church experience
- Sense of calling to teach in a third-world setting
- Creativity, attention to detail, good interpersonal skills and excellent organizational abilities
- Willingness to make a three (or more) year commitment
- Full fluency and expertise in English; conversational Spanish preferred (willingness to learn is a must)

Essential Functions and Responsibilities

- Support and promote the philosophy, values, and goals of ANCA.
- Develop and maintain a positive, confidential, and collegial coaching relationship with teachers through formal and informal one-on-one conferences, classroom observations, and follow-up discussions, with the purpose of improving student learning.
- Use student data to guide goal setting and next steps.
- Provide a balanced, comprehensive and cross-curricular approach to given subject areas.
- Encourage ongoing professional growth by all teachers with a focus on student achievement.
- Become proficient in the Teaching for Transformation framework, including participating in a Tft coaching course if possible, and support teachers individually and as a group by offering professional development opportunities aligned with the Tft framework.
- Empower teachers to be self-motivated and take initiative in meeting their needs as they strive to fulfill their job description with excellence.
- Maintain distinction between the roles of coach and principal; observations by coaches will not be used in formal evaluation of teachers, but coaches and principals will collaborate to promote teacher growth and development.

Instructional Coach Availability and Clients

- An instructional coach should be seen as a resource that any teacher may seek out for assistance and professional growth in areas they have identified for improvement. Administrators may suggest that teachers seek help from a coach, but each teacher is solely responsible for his/her growth and for seeking necessary resources to improve any identified areas of needed growth.
- During their first year at NCA, new teachers may be assigned to a coach with the goal of helping them transition to NCA and/or the teaching profession, and to establish a solid relationship that will enable stronger trust and support in future years.