

2024-2025 School Year – Elementary Instructional Coach Literacy and Mathematics

Who We Are

The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, every year serving more than 55,000 students who speak more than 44 documented languages in our 131 schools across the city of San Francisco. The mission is that every day we provide each and every student the quality instruction and equitable support required to thrive in the 21st century. The San Francisco Unified School District's Vision, Values and Goals and Guardrails ensures that all SFUSD students will graduate as independent thinkers with a sense of agency who have attained academic and creative skills to lead productive lives and contribute to our community. SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan and Vision 2025.

WHAT IT MEANS TO WORK HERE

When you join our team at SFUSD you can expect to be part of an inclusive, innovative and equity-focused organization that approaches public education as a social justice movement, requiring broad collaboration across an array of strategic partners. SFUSD hires instructional coaches and other credentialed professionals who are committed to coaching others for rigorous instruction to all students, continuous learning and improvement, creating a culturally responsive classroom environment, and building meaningful connections with families and the community.

WHO WE WANT

We want talented people from diverse backgrounds and experiences, who are inspired by our equity focused mission, and who are motivated and deeply committed to improve student outcomes. We want people who have deep instructional knowledge and experience in literacy, English Language Development or mathematics. We are looking for strong collaborators, skilled communicators, and problem solvers who are comfortable in a community of continuous learning.

DESIRED QUALIFICATIONS

- Expertise of the CA Common Core State Standards and English Language Development standards in assigned content area: ELA or Mathematics, district adopted instructional materials, and culturally responsive instructional practices.
- Experiences in designing and implementing instructional planning structures for Tier 1 instruction in subject matter.
- Successful experience working with a diverse adult and student population; track record of success in an urban school setting.
- At least two (2) or more years of coaching, mentoring or modeling of lessons in PK-8-subject matter experience.
- Experience in group facilitation and conducting professional development in the subject matter
- Demonstrated skill and experience with utilizing qualitative and quantitative data for instructional planning and professional development.
- Ability to collaborate with District and school-based administrators and across programs.

- Excellent interpersonal and communication skills; high degree of organization and effective time management.
- Demonstrated knowledge of current research related to teaching and learning, school improvement and educational equity.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Instructional Coaching

- Support classroom teachers to set instructional goals and implement comprehensive Tier 1 instruction
- Support the pilot and implementation of curriculum
- Facilitate coaching cycles of inquiry in content areas as a structure for reflection and action
- Provide coaching and instructional guidance to classroom teachers in including co-plan and co-teach lessons and units or modeling lessons.
- Maintain coaching logs to monitor individual and group progress of implementation

Professional Development

- Design and implement professional learning experiences among teachers to employ a range of resources: analyses of lessons, tasks, videos, student work, data, peer observation, and common readings such as current research from the broader community
- Support the integration of educational technology to support literacy and math outcomes
- Cultivate strong and cohesive professional learning communities to develop a culture of collaboration and adult learning.

Teacher Collaboration

- Facilitate instructional leadership teams and grade level teams in the implementation of new instructional materials and Common Core State Standards;
- Engage teachers in long and short term planning, reflect on evidence of student learning and support teachers in their practices.
- Facilitate teacher work groups/common planning time or grade level team/department meetings and incorporate looking at student work or data in order to plan for and/or adjust instruction

Systematic Data-Use to Inform Instruction

- Support teachers/teams in administering, analyzing and using assessment data to inform decisions in planning instruction to meet students' diverse needs and progress monitoring results.
- Engage in identifying, supporting, and monitoring the achievement of focal students (AA, L, PI, EL, & SPED) with an emphasis on our African American and Latino students

Professional Network Expectations

- Attend and actively participate in district coaching network meetings and professional learning sessions to deepen your knowledge in the content and coaching skills including summer institute.
- Maintain ongoing coaching logs and documentation for coaching accountability



Other duties as assigned

Minimum Requirements

- Possession of a valid California Teaching Credential in the appropriate content area as required by the California Education Code, Section 44860 and English Learner certificate (CLAD or BCLAD) as required by Board Policy
- A demonstrated track record of improving student outcomes for focal student groups.
- At least five years of classroom teaching experience with demonstrated effectiveness in the subject matter, use of standards-based curriculum, instruction and assessment.

What We Offer

SFUSD offers a competitive salary commensurate with experience, and a comprehensive benefits package including dental and vision plans, disability, life insurance, flexible spending account options and vacation time. We also offer an inclusive and equity-centered environment where we encourage staff to bring their whole selves to work.

SFUSD is committed to attracting and retaining the best educators in the nation. Benefits of teaching in San Francisco include:

- Competitive salaries determined by experience, education level, and credentials
- Comprehensive medical, vision, and dental insurance for teachers and their eligible dependents
- City and state programs for housing assistance:
 - o Teacher Next Door Program: <http://sf-moh.org/index.aspx?page=287>
 - o Extra Credit Home Purchase Program:
<http://www.treasurer.ca.gov/cdlac/applications/applications.asp?app=ecthpg>
- Additional salary stipend of \$5000 for National Board Certified teachers and
- Additional salary stipend of \$2000 for credentialed teachers teaching in high need schools and a \$1000 stipend for teachers teaching high need subject areas.

How to Apply

Go to: www.sfusd.edu/jobs

- Create an account and complete an application.
- SFUSD looks very carefully at the entire application, including the 3 short answer questions
- Go to the “Jobs” tab to view and apply for specific openings.
- Please check back often to connect your application to specific openings as they are posted.
- Applicants will be contacted based on the needs of the district and current selection criteria.

For more information about SFUSD’s mission and Strategic Plan please visit www.sfusd.edu.

For other questions, contact us at teach@sfusd.edu