

2025-26 OUSD New Teacher Coach Job Description

[APPLY HERE!](#)

We are committed to recruiting coaches who identify as Black, Indigenous, People of Color (BIPOC) and to offering affinity-based support for new teachers who prefer it.

COACH ROLE:

- Provide at least 60 min/week of individualized coaching to an Induction, Intern, Emergency Permit, or CTE teacher
- Guide coachee to establish and continuously reflect upon progress toward goals aligned to the Oakland Effective Teaching Framework (OETF) and the California Standards for the Teaching Profession (CSTPs). **Induction coaches are required to use the Induction Program's Individualized Learning Plan (ILP) structure.**
- Provide "just in time" support to coachee as needed.
- Provide regular responsive communication and honor scheduled meeting times with coachee.
- Maintain ongoing contact with school administrator and the NTSD team to ensure cohesive support of new teacher coachees while maintaining confidentiality of the Coach-Teacher non-evaluative relationship.
- Read and respond as necessary to all communications from New Teacher Support and Development.
- **Induction Coaches Only:** In May, assess and offer feedback on up to two Individualized Learning Plans (ILPs) for Induction teachers whom you do not personally coach.

COACH PROFESSIONAL LEARNING:

- Demonstrate a commitment to professional learning and growth by completing the [Coach Orientation](#) and engaging in Foundational (new coaches) or Sustaining (returning coaches) ongoing coach professional learning (compensated at the negotiated hourly rate of \$47.50). Info to register [HERE!](#)

COACH DELIVERABLES:

- **For All Coaches:**
 - Complete the [Coach Orientation](#) and ensure your coachee(s) complete their teacher orientation ([e-permit](#), [intern](#), or [induction](#)) linked in their match letter.
 - Complete [weekly interaction log](#) to document coaching time with new teacher(s)
 - Complete all deliverables associated with coach professional learning (e.g., pre-work for sessions, peer coaching, and others as assigned)
- **For Induction Coaches Only:**
 - Facilitate, document, and support the successful completion of the [ILP](#) process for your Induction coachee(s)
 - Complete scoring of 1-2 assigned ILPs submitted by Induction Teachers whom you did NOT coach
- **For Intern Coaches Only:**
 - Complete other duties/deliverables (usually minimal) as assigned by the credential program in which your new teacher is enrolled

COACH TIME COMMITMENT AND STIPEND BY ROLE:

- **Teacher Induction Coaching:** Minimum of 1 hour/week, \$1925/teacher/year
 - \$1425 for 30 hours (1800 minutes) of weekly 1:1 coaching support from August - April
 - \$150 for ILP Scoring & Review in May (up to 2 ILPs)
 - \$350 for additional time allocated throughout the year resulting in successful ILP completion/submission
- **Intern Coaching:** Minimum of 1 hour/week, \$1625/teacher/year
 - \$1425 for 30 hours (1800 minutes) of weekly 1:1 coaching support from August - April
 - \$200 for additional time to complete other duties/deliverables required by the coachee's intern program
- **Emergency Permit, and CTE Support:** Minimum of 1 hour/week, \$1425/teacher/year
 - \$1425 for 30 hours (1800 minutes) of weekly 1:1 coaching support from August - April (plus completion of the Coach Orientation)

COACH ROLE PREREQUISITES:

- Bachelor's degree and a minimum of three years successful teaching experience
- Current Clear California Teaching Credential (General Education or Education Specialist) + CLAD or BCLAD
- Principal recommendation & approval