

NIET (National Institute for Excellence in Teaching) TEAM COACH

Job Description Overview

As more is learned about what successful implementation of evaluation looks like, the Tennessee Department of Education (TDOE) is committed to seeking out innovative opportunities to provide districts and schools with the tools, practices, training, and support that move educators from procedural evaluation to conceptual support, development and advancement of teachers and leaders. By increasing the reliability and validity of observation data, the critical decisions made based upon this data, including hiring, tenure and dismissal, compensation, professional development, and differentiated teacher roles are improved. It is essential that evaluators' judgements are accurate, actionable, and defensible. The TEAM coach supports the development and increased excellence of the administrator's capacity in this crucial work. Through the triangulation and continual analysis of the multiple data points and aligned coaching, TEAM coaches support and advance the comprehensive development of administrators as instructional leaders in teacher and administrator evaluation and development.

Scope of Work : TEAM coaches develop, advance, and lead a multi-component system of development and support for Tennessee Educational Administrators, venues and consortiums. Identified outcomes call upon coaches to:

- Ensure an effective communication pipeline between practitioner needs and district/regional/state content development and delivery,
- Provide technical support during content development and delivery,
- Provide follow-up support to practitioners, and
- Provide identified and targeted practitioner support to schools, districts and regions through site-driven coaching.

These outcomes are achieved in multiple venues and platforms of support inclusive of schools, districts, identified regions and the state. The TEAM Coach, in addition to daily coaching within the broad spectrum of the TEAM evaluation system, also consults, advises, and leads targeted TDOE initiatives which support best practices and development of this comprehensive evaluation system.

Support and Accountability: This position is a one-year contracted at-will employment position with NIET, contracted to and managed through TDOE. Benefits and Human Resource functions are provided through NIET. Professional development and training of the coach is provided by NIET and TDOE. Coach deployment, activities, and points of evaluation are identified by the TEAM lead coach and approved by the TDOE Executive Director of Educator Effectiveness, Teachers and Leaders.

Skills and Qualifications: The successful Candidate will demonstrate, with clear and verifiable evidence, superlative capacity to coach and advance educators (teachers and leaders) to achieve exemplary student growth as well as developing, implementing and supporting actionable programs and initiatives which fast-track student growth. Evidence will include data-driven decision making action and capacity. Experience in assuring growth at the school and district level as a site or district administrative leader is required. Experience implementing, as an evaluator and coach, the TEAM Rubric (or similar high stakes evaluative system) is preferred.