

Delano Union School District
Office of Rosalina C. Rivera, Superintendent
Department of Human Resources
Joseph Hunter, Assistant Superintendent
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June 18, 2025

NOTICE OF VACANT POSITION

The Delano Union School District is now accepting applications for the following position. Deadline is Open Until Filled.

POSITION CONTINGENT ON PROGRAM NEED AND/OR FUNDING
ACTION-BASED COACH (“ABC”)
(In-House Only - # of positions based on number of candidates)

Work Site - Various
Work Days - August 2025 – June 2026
Pay Rate - \$1,320.00 per identified bargaining unit member, max two (2) per coach.

Description of Work: ABC’s will maintain strict confidentiality in regards to conversations and record keeping; attend required relevant trainings provided by the district; provide individualized support and mentoring with identified bargaining unit members on targeted areas of growth; develop a goal of alignment with areas of improvement as indicated on the teacher’s summative evaluation or written communication create an action plan based on those goal(s). Action-Based Coaches shall focus on one goal at a time; coordinate access to key resources such as professional development, classroom observations, release time, and other learning opportunities; engage in reflective conversations with their assigned bargaining unit member on a weekly basis to discuss best practices as well as progress towards identified goals.

QUALITIFICATIONS: Classroom teacher with permanent status; five (5) years of relevant classroom teaching experience; demonstrated exemplary teaching ability as provided by Education Code section 44501(c) and reflected in the applicant’s performance evaluations; demonstrated ability to work cooperatively and effectively with other teachers and administrators; effective leadership skill; and two (2) administrative recommendations.

Application Procedure: A completed **Supplemental Application with Principal signature required form and two (2) administrative recommendations** emailed to egutierr@duesd.org.

ANY APPLICANT WHO ATTEMPTS TO DIRECTLY CONTACT INDIVIDUAL
BOARD MEMBERS WITH THE INTENT OF INFLUENCING THE DECISION OF THE BOARD
WILL BE CONSIDERED DISQUALIFIED FROM CANDIDACY FOR THIS POSITION

Working Together For A Better Education -- The Delano Way!
AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER