

DELANO UNION SCHOOL DISTRICT

ACTION-BASED COACHING (“ABC”)

JOB SUMMARY

Action-Based Coaching (“ABC”) coaches serve for a term of one (1) year under the supervision of the Superintendent or administrative designee. Action-Based Coaches at each school site shall actively coach identified bargaining unit members who have received an unsatisfactory or satisfactory with reservations on an evaluation or bargaining unit members identified as having documented instructional concerns from their site administration. Action-Based Coaches are not a management, supervisory, or evaluative employee.

ADMINISTRATIVE RELATIONSHIPS

Directly responsible to the Superintendent or administrative designee.

REQUIRED QUALIFICATIONS

1. Multiple Subject or Single Subject Teaching Credential from an accredited university.
2. Bachelor’s Degree or higher from an accredited university.
3. Credentialed classroom teacher with permanent status.
4. Five years of relevant classroom teaching experience.
5. Demonstrated exemplary teaching ability as provided by Education Code section 44501(c) and reflected in the applicant’s performance evaluations.
6. Demonstrated ability to work cooperatively and effectively with other teachers and administrators.
7. Effective leadership skills.
8. Two administrative recommendations.

ESSENTIAL FUNCTIONS

1. Maintain strict confidentiality in regards to conversations and record keeping.
2. Will maintain all required paperwork and meet district timelines.
3. Attend required relevant yearly trainings provided by the District.
4. Provide individualized support and mentoring with identified bargaining unit members on targeted areas of growth.

5. Develop a goal of alignment with areas of improvement as indicated on the teacher's summative evaluation or written communication and create an action plan based on those goal(s). Action-Based Coaches shall focus on one goal at a time.
6. Coordinate access to key resources such as professional development, classroom observations, release time, and other learning opportunities.
7. 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.
8. Works well with others and supports the site and district vision, mission, and goals.
9. Other duties as assigned by site administration.

Board Approved: 6/24/24