



**APPLICATION FOR
Full Release Induction Coach OR
District/LEA or IHE Coach (Building Capacity)
*Human Capital Improvement***

OVERVIEW

The Rhode Island Department of Education (RIDE) believes that “Teachers are the most powerful school-based influence on student learning.” RIDE believes that by supporting novice teachers through instructionally-focused, data-driven induction programs that we will accelerate new teacher effectiveness which inevitably leads to student success. RIDE’s Strategic Plan establishes the expectation that all first year teachers hired by public schools in Rhode Island will participate in a comprehensive teacher induction program. Race to the Top is helping all LEA’s meet this expectation.

There are two different opportunities for qualified educators and school districts for the 2012-2013 school year. The first opportunity is for qualified educators to apply to become an Induction Coach. We anticipate that we will need 4-5 additional coaches for next year. The second opportunity is for Districts/LEAs and Institutions of Higher Education to have qualified educators trained to build coaching capacity. This opportunity may allow a district to support educators who are on an Improvement Plan or build coaching into student teaching and field experiences. For districts that are not in the Urban Core, it may also provide the capacity to support year two teachers.

OPPORTUNITY #1: Full Release Induction Coach

RIDE is seeking applicants to serve as Induction Coaches to support first year teachers as they enter the teaching profession. This support will include instructional conferencing, standards-based goal setting, planning of differentiated instruction, observations of practice, and job embedded professional development. These supports serve to accelerate beginning teacher effectiveness and student achievement. Each Induction Coach must successfully complete a rigorous orientation and training process, to be held in August. Throughout the first two years, induction coaches will receive professional development on topics such as formative assessment, coaching techniques and teacher leadership.

Induction coaches will be released from their school districts. The induction coach applicant must have approval from his/her district superintendent upon application indicating that the applicant will have permission to be released if selected for a position. The Induction Coach will remain employed by his/her school district and maintain his or her salary and benefits through the district. RIDE will reimburse the district for salary and benefits.

The tenure of an induction coach may vary between 1-2 years. Exceptional induction coaches may have an opportunity to extend their tenure for a maximum of 1-2 additional years. The cyclical nature of this program ensures that all induction coaches will return to district positions at the end of their tenure.

OPPORTUNITY #2: District/LEA or IHE Coach for Building Capacity

RIDE is also affording LEAs and Institutions of Higher Education (IHEs) the opportunity to build their own coaching capacity at the present time and beyond Race to the Top. Applicants who are selected through the rigorous interview process will be required to attend 2 summer days of training, 6 full days of training throughout the school year, and ½ day forums to refine their skills 1-2 times per month. Coaches selected for training would need to have opportunities within their institution to practice their coaching skills on a regular basis throughout the school year. Having educators with this training would allow the districts/LEAs or IHEs to support second year teachers, other veteran teachers in need of support, or provide coaching support in other ways at the LEA’s or IHE’s choice.

Coaches who will be building capacity for a district/LEA or IHE will be provided training and forums free of charge. Electronic assessment teacher tools will be available for use by these coaches. Salary, benefits, and schedules are the responsibility of the district/LEA or IHE.

COACHES ARE RESPONSIBLE FOR:

- Meeting with and/or observing each teacher on caseload for an average of 90 minutes per week
- Collecting and maintaining data on meetings and observations
- Triangulating support for teachers

- Meeting with building principals every 4-6 weeks
- Communicating effectively with using multiple forms of communication
- Ongoing refinement of implementing formative assessment tools
- Guiding and facilitating in a formative process of personal goal setting, assessment of progress at mid-year, and end-of year reflection
- Maintaining confidentiality guidelines
- Accelerating teacher effectiveness and student achievement by focusing on the development of research-based effective instructional strategies
- Attending professional development trainings and forums
- Maintaining working knowledge of current initiatives, including Common Core

COACH QUALIFICATIONS

- ✓ Evidence of strong interpersonal skills
- ✓ Excellent classroom practice
- ✓ Credibility with peers and administrators
- ✓ Excellent oral communication and writing skills
- ✓ Comfortable using technology on daily basis
- ✓ Leadership capacity
- ✓ Capacity to work independently and manage multiple responsibilities simultaneously
- ✓ Demonstrated curiosity and eagerness to learn
- ✓ Openness and responsiveness to feedback
- ✓ Respect for multiple perspectives
- ✓ Committed to improving the academic achievement of all students and work in diverse settings
- ✓ Strong instructional knowledge, grade level knowledge, and subject matter knowledge
- ✓ Experience with positive, successful coaching or collaborative models
- ✓ Must be a current classroom teacher in Rhode Island with at least 5 years of successful teaching experience or experience in higher education in Rhode Island
- ✓ Must be a reflective practitioner and have the ability to support beginning teachers in reflective practices
- ✓ Ability to be autonomous in ensuring time spent with each new teacher is focused, productive, and of high quality.

COACHES MUST COMMIT TO:

<u>Option 1: Full Release Induction Coach</u>	<u>Option 2: District/LEA or IHE Coach (Building Capacity)</u>
<ul style="list-style-type: none"> • Induction Coaches will make an initial commitment to 3 days of training during the summer of 2012: <ul style="list-style-type: none"> ○ Induction Coach Orientation – Friday August 17, 2012 ○ Induction Coach Module 1 – Monday, August 20, 2012 – Tuesday, August 21, 2012 • 3 additional training modules during the year, each 2 days long throughout the year • Weekly forums for Full Release Induction Coaches only 	<ul style="list-style-type: none"> • Coaches will make an initial commitment to 2 days of training during the summer of 2012: <ul style="list-style-type: none"> ○ Induction Coach Module 1 – Monday, August 20, 2012 – Tuesday, August 21, 2012 • 3 additional training modules during the year, each 2 days long throughout the year • ½ day forums 1-2 times per month for District, LEA, or IHE Coaches

APPLICATION PROCESS

Please submit the following materials:

- Cover Letter
- Application form (see attached)
- Current resume
- Two current professional letters of recommendation from supervisors or colleagues
- Contact information for 3 additional professional references (may not be the same people from letters of recommendation)
- Copy of your Rhode Island teaching certification
- District Commitment Form signed by your District Superintendent (see attached)

A rigorous paper screening process will be used to select applicants for interviews. If an applicant is invited for an interview, he or she can expect to spend about 90 minutes at the interview. Induction Coaches and alternates will be selected first. The number of Induction Coaches selected will depend upon the number of beginning teachers in the state. Applicants who will be offered the opportunity to be trained will be selected next. Space for training is limited and our goal is to build as much capacity within districts as possible.

APPLICATION DEADLINE: Friday, April 25, 2012

Submit application materials to Jacqueline McKinney:

Jacqueline McKinney
Office of Educator Quality and Certification
Rhode Island Department of Education
255 Westminster St., 4th Floor
Providence, RI 02903

Or by email: Jacqueline.mckinney@ride.ri.gov

NOTE: *This is a rigorous application process. Incomplete or late applications will not be considered.*

INFORMATION SESSIONS:

We will be holding Information Sessions for applicants. Applicants may attend one of the following:

- April 30, 2012 – 4:00-5:30: Induction Coach Information Session held at the Pawtucket School Administration Building. Register at <http://www.ride.ri.gov/applications/ridecalendar.aspx>.
- May 1, 2012 – 4:00-5:30: Induction Coach Information Session held at West Kingstown Elementary School. Register at <http://www.ride.ri.gov/applications/ridecalendar.aspx>.
- May 2, 2012 – 4:00-5:50: Induction Coach Information Session WEBINAR (Register for Webinar at <https://www3.gotomeeting.com/register/450859390>).

FOR QUESTIONS CONTACT:

<p>Hilda Potrzeba 401-222-8891 Hilda.potrzeba@ride.ri.gov</p>	<p>Donna Okrasinski 401-222-8982 donna@okrasinski@ride.ri.gov</p>
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RHODE ISLAND DEPARTMENT OF EDUCATION
OFFICE OF EDUCATOR QUALITY AND CERTIFICATION

Full Release Induction Coach
&
District/LEA or IHE Coach

SUPERINTENDENT / DEAN OF EDUCATION
Approval Form

Print in ink or type all information on this application

Name of Applicant: _____
Last First MI

Number of Years of Teaching Experience: _____

This section is to be completed by the Superintendent of Schools from the district or the Dean of Education from the Institution of Higher Education in which the applicant is currently employed.

Name: _____ Title: _____
Name of Superintendent or Dean of Education

Name of LEA or IHE: _____

I hereby certify that _____ is an educator in this institution and has been an
Name of Applicant
educator at this institution since _____.
Month/Day/Year

Check all that apply below:

- Option 1: If the applicant named above is selected as an Induction Coach, I agree to fully release him or her for the 2012-2013 school year
- Option 2: If the applicant named above is selected, I agree to provide him or her the time necessary to attend training and forums to develop his or her skills. He or she will also be afforded an opportunity in our school(s) to coach other teachers (second-year, veteran, or pre-service teachers).

Please comment on the appropriateness of the applicant for the work envisioned under this program. Please limit commentary to one page.

I have read this application and support it. Further, I provide assurance that should this applicant be nominated as an Induction Coach and require released time from his/her responsibilities, such release time will be provided without jeopardizing any rights the Induction Coach would have had without participating in the new State Induction Model:

Date Signed

Signature of Superintendent or Dean of Education

**RHODE ISLAND DEPARTMENT OF EDUCATION
OFFICE OF EDUCATOR QUALITY AND CERTIFICATION**

Coach

Application Form

Applying for:

- Option 1: Induction Coach
- Option 2: District/LEA Coach
- Option 2: Institution of Higher Education Coach

Name:

Address:

Primary Phone:

Alternate Phone:

Years of Teaching Experience:

Current District, Charter, or IHE:

Current Salary:

Current Position (Include Content area and/or grade level):

Current Step:

CERTIFICATION OVERVIEW

Please check all that apply and list all content areas.

- Early Child
- Elementary
- Middle: Content Area(s) _____
- Secondary: Content Area(s) _____
- ESL
- Bilingual
- Special Education E/M
- Special Education M/S
- All Grades: (eg. Physical Education, Art, etc.) Content _____
- Other: _____