

School Board Agenda Item CC-8
May 6, 2014

Executive Summary

New Job Descriptions for the
Instructional Specialist, Science; Instructional Specialist, Mathematics; and
Instructional Specialist, Literacy Positions

Background: This item is being recommended for School Board adoption to meet requirements for new job descriptions.

Position Title: **Instructional Specialist, Science**
Instructional Specialist, Mathematics
Instructional Specialist, Literacy

Division/Department: **Chief Talent Development Officer**

Salary Schedule: **2013-2014 Teacher Salary Schedule**

Recommended Policy Status: **Non- Chart Job Description**

Rationale: The job descriptions for the Instructional Specialist, Science; Instructional Specialist, Mathematics; and Instructional Specialist, Literacy have been created to support school academic coaches and teachers in the implementation of the Florida Standards and the instructional practice framework. The creation of the job descriptions supports a career continuum design outlined in the District's federal Teacher Incentive Fund (TIF) grant. Contemporary research validates that effective coaching leads to more collaboration, reflection on practice and improved application of professional learning leading to increased student growth. To that end, the TIF grant is supporting the development of a career continuum that includes the addition of Instructional Specialist positions to support schools by providing professional learning, modeling and coaching.

The purpose of the Specialist, Science; Instructional Specialist, Mathematics; and Instructional Specialist, Literacy is to provide targeted support that is based on identified needs of school-based coaches and teachers. These differentiated supports will foster the growth and development of teachers for optimal implementation of the Florida Standards, assessments and effective instructional strategies, including but not limited to the integration of technology with a personalized learning environment. In addition, the Instructional Specialists will design and deliver individualized professional learning to support coaches and teachers that develop skills in critical areas such as establishing a positive school and classroom culture, delivering a content rich and rigorous curriculum, analysis of student work, differentiating instruction and supporting English Language learners and students with special needs.

Prior to the recommendation to the School Board for adoption, the Broward Teachers Union was notified of the new or revised job descriptions.

The positions are vacant and will follow the standard advertising and selection process.

Cost: There is no financial impact to the District.