

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA



JOB DESCRIPTION

POSITION TITLE:	ESE Specialist Field Coach
CONTRACT YEAR:	196 Day Contract as required
SALARY BAND:	Teacher Salary Schedule
BARGAINING UNIT:	BTU

MINIMUM QUALIFICATIONS

EDUCATION: An earned bachelor’s degree from an accredited institution.

EXPERIENCE: Three (3) years of experience as an ESE Specialist or in a field related to the title of the position within the last five (5) years.

ADDITIONAL QUALIFICATIONS

REQUIRED: Hold or eligible for a valid Florida or Broward Teacher’s Certificate or licensure in the areas servicing Exceptional Student Education.

Coaches are required to complete the Broward County Public Schools ESE Specialist Credentialing Program within two (2) years of assignment.

Strong interpersonal and communication skills as it relates to practices and working with ESE Specialist in schools servicing students with disabilities. Ability to establish and maintain a trustful and confidential relationship with adults. Demonstrate skillful use of coaching language; proficient in and model use of technology to increase productivity and efficiency. Demonstrate high standards of honesty, integrity, flexibility and responsiveness. Ability to design, present and facilitate adult learning experiences and professional learning communities.

REPORTS TO: ESE & Support Services Director or Designee

SUPERVISES: None

POSITION GOAL:

The ESE Specialist Field Coach will provide personalized support based on identified needs of individual school-based ESE Specialist and differentiated supports that foster the growth and development of school-based ESE Specialists. Also, coaches will work collaboratively, build skills, analyze data, examine needs related to professional practice and engage in peer coaching with school-based ESE Specialists. The position provides consistence in services throughout the District to meet student needs, sustain or improve students achievement through the development of appropriate IEPs, promote a culture of learning to include all stakeholders by enhancing the performance of ESE Specialists and providing targeted coaching while building capacity for ESE Specialists.

ESSENTIAL PERFORMANCE RESPONSIBILITIES:

The ESE Specialist Field Coach shall perform the following duties as aligned with the needs of the school-based ESE Specialist for which they are assigned:

1. provide instructional support, technical assistance and ongoing staff development for school-based ESE Specialist on policies, procedures, curricula and /or program organization.
2. assist school-based ESE Specialist in reflecting on and analyzing their practice and reviewing data related to servicing students with disabilities.
3. support school-based ESE Specialist in implementing explicit, systemic, and rigorous practices through collaborative planning, modeling and conferencing.
4. build school-based ESE Specialist capacity for developing and implementing appropriate Individual Educational Plan (**IEP**) and programming for students with disabilities.
5. model innovative methodologies and effective practices to ensure proper programming and compliance with IEP and implementation.
6. support school-based ESE Specialist to effectively coordinate the development, implementation and evaluation of effective educational curriculum/services and/or programs which promote academic achievement for students with disabilities.
7. identify issues which need to be addressed on a district-wide basis and plan strategies to improve curricula, services and programs that support students with disabilities
8. provide support by use of modeling, coaching, facilitating, and other support strategies to enhance the learning environment for school-based ESE Specialists.
9. participate in district planning to ensure quality and consistency in the development and implementation of curriculum, services and programs.
10. work collaboratively in cross-functional teams and settings to provide direct/indirect support to school-based ESE Specialists.
11. prepare reports to document progress and effectiveness of services.
12. maintain records reflecting coaching activities and submit required follow-up documentation.

13. perform and promote all activities in compliance with equal employment and nondiscrimination policies of The School Board of Broward County, Florida.
14. participate in training programs to enhance the individual's skills and proficiency related to the job responsibilities.
15. review current developments, literature and technical sources of information related to job responsibilities.
16. ensure adherence to good safety procedures.
17. follow federal and state laws, as well as School Board policies.
18. perform other duties as assigned by the Director or designee.

SIGNIFICANT CONTACTS – frequency, contact, purpose, and desired end result:

Works with all school-based ESE Specialist throughout the District to meet Federal, State and Local compliance requirements; provide consistent services and communication to all students and families; and ensure appropriate implementation of all services and programming needs identified through the IEP process.

PHYSICAL REQUIREMENTS:

Light work: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the School Board.

FLSA OVERTIME CATEGORY:

Job is exempt from the overtime provisions of the Fair Labor Standards Act.

EVALUATION:

Performance will be evaluated in accordance with Board Policy.