



**EDUCATORS
LEADING THE
PROFESSION**



Virtual Instructional Coaches

Selection process overview, role description, and application instructions.



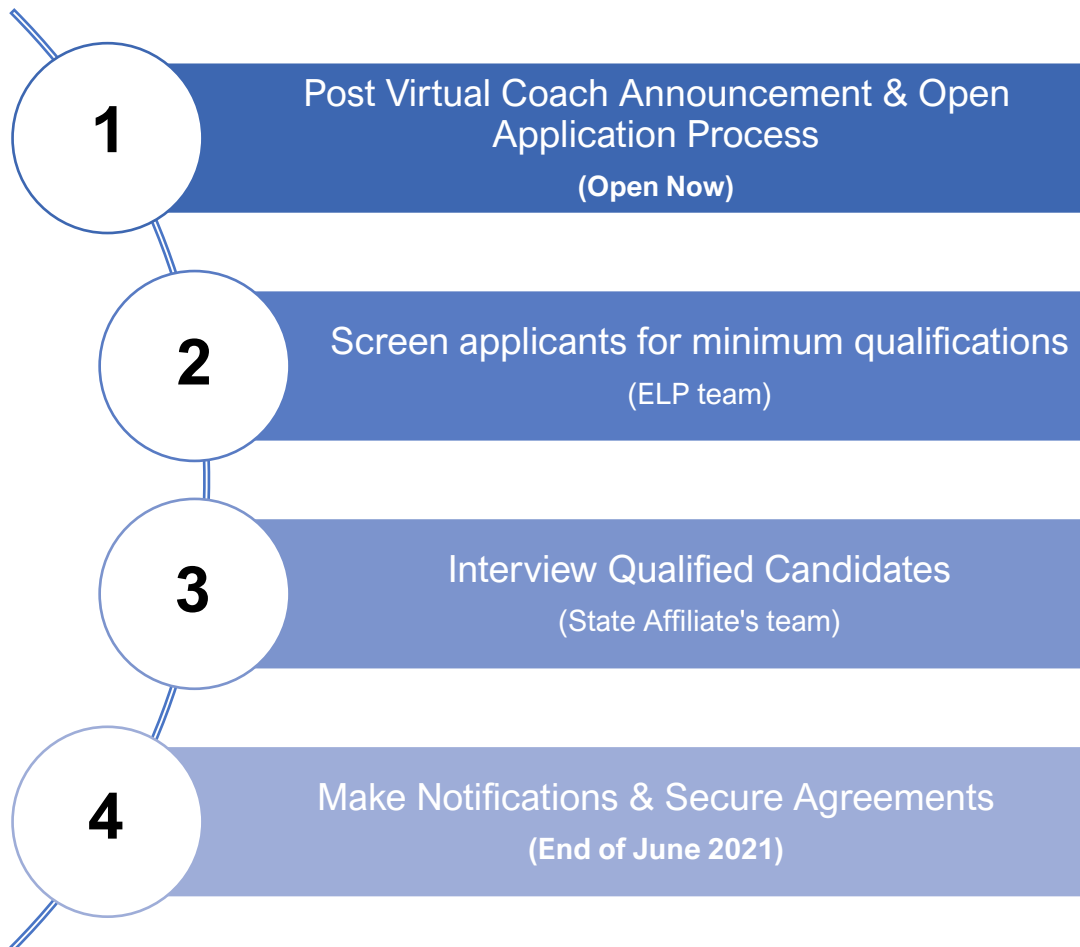
Educators Leading the Profession (ELP) believes teachers are more effective and committed when they are empowered to succeed in their work. Our pilot program is testing our theory of the best way to help new teachers be stronger and remain in the profession. ELP is an innovative, educator-led professional support program serving six states across the Midwest.

ELP is actively seeking dedicated, exemplary educators to join the pilot as Virtual Instructional Coaches to support New Teachers (in their 1st, 2nd, and 3rd year of teaching) across the Midwest. This role is pivotal to New Teachers' early success and ability to thrive in the profession. Virtual Instructional Coaches will provide guidance on teaching methods and practices directly related to their subject matter. The program will use Danielson Group's Framework for Teaching online curriculum, a series of modules made available to ELP participants.

Virtual Instructional Coaches are exemplary teachers who have strong instructional practice and a willingness to coach adults through an instructional coaching model. Successful Virtual Instructional Coaches firmly believe that relationships built on trust, exceptional teacher practice, and equitable student learning should be at the center of new teacher mentoring and induction and are passionate about the instructional development of new teachers.

Selection Process Overview

This graphic shows four main phases of the selection process; the result will be the definition of a state-specific group of Virtual Instructional Coaches.



Specific dates related to the application window and interviewing period will vary by state. If you have questions, please contact your state's education association staff or the ELP Team at info@educatorsleadingtheprofession.org.



Role Description

Are You Someone Who:

- Is dedicated to improving the lives of educators in our communities and wants to play a key role in helping new teachers succeed?
- Enjoys implementing strategies and systems to effectively solve problems?
- Is motivated, professional, and thrives within a collaborative, team-driven environment?
- Instills confidence in students, parents, and colleagues to promote success in the classroom and beyond?
- Sets high expectations and maintains the ability to be flexible in a dynamic environment?
- Promotes a culture of high performance and continuous improvement that values learning and quality?

You Will:

- Provide support to New Teachers regarding effective practices for online and in class instruction, social-emotional learning, and trauma-informed practices.
- Receive training and support from the Charlotte Danielson Group to conduct one-on-one and small group virtual coaching sessions organized around Charlotte Danielson's Framework for Teaching Clusters.
- Have access to a robust virtual coaching platform through the support of TeachForward, including a comprehensive online library of instructional resources, such as effective-practice videos, and software tools that help teachers analyze examples of each other's teaching and provide feedback and support to one another.
- Join a community of Virtual Instructional Coaches to support your individual coaching experience.
- Participate in all program evaluation activities to help inform the continuous improvement of the program.
- Be matched with New Teachers through a matching process developed by ELP.



You Have:

- Exemplary teaching abilities and proven record of achievement.
- Demonstrated history of proficient or greater on evaluations in the last two consecutive years of teaching.
- Excellent communication skills, both oral and written, with diverse audiences.
- A commitment to diversity, equity, and inclusion to support students, peers, and new teachers.
- Strong work ethic with an ability to connect teaching theory to day-to-day work.
- Ability to prioritize workload to manage time and tasks.
- Proficiency in Microsoft applications, willingness and ability to learn new technologies.
- English language proficiency is essential and Spanish/English bilingual skills are a plus. Additional languages – even better.
- Minimum of 5 years as an educator.
- Active, valid teaching license in the state in which you are teaching.

Other Details:

- It is the policy of Educators Leading the Profession not to discriminate against any employee, consultant or applicant because of race, color, religion, sex, sexual orientation, gender identity or expression, marital status, national origin, disability, age, ancestry, and military status or any other characteristic protected by law.
- Virtual Instructional Coaches must teach in Indiana, Michigan, Nebraska, Iowa, Ohio, and/or Minnesota.
- Virtual Instructional Coaches must be active union members.
- Compensation: Compensation amounts for this national program will be determined based on several factors, including an applicant's experience, demand for the applicant's subject area, and statewide teacher compensation levels. Virtual Instructional Coaches are considered independent contractors.



- **Time Commitment:** The time commitment for Virtual Instructional Coaches ranges between 5 to 10 hours per week including coaching New Teachers, VIC training and planning time. VIC work shall primarily take place during non-school hours.

Application Instructions:

To be considered for the role of **Virtual Instructional Coach**, please submit the following to opportunities@educatorsleadingtheprofession.org and include VIC and the name of your state in the subject line.

- Current CV or resume which includes all years of teaching experience, including grade levels, content area, online instruction experience, technology proficiencies and professional development.
- Letter of interest describing why you would like to join ELP pilot test as a Virtual Instructional Coach.
- **Sample Instructional Materials:** Please attach 1-2 pieces of evidence of your instructional practice or mentoring skills (examples could include link to your class website or *Learning Management System*, lesson or unit plans, culturally responsive pedagogy, project-based learning, mentoring materials, published article, or online instruction).
- Two to three professional references including name, title, employer, email address and phone number.
- Any relevant awards or recognitions may be included.
- In the body of your application email, please include:
 - Name
 - Address
 - Email address
 - Phone number
 - Grade and/or content area
 - Optional: Preferred name and/or preferred pronouns