



We are pleased to announce that we are seeking qualified applicants for the position of
MTSS (Multi-Tiered System of Support) INSTRUCTIONAL COACH

High Desert ESD celebrates all cultures and languages and is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive considerations for employment without regards to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

- POSITION(S): 1** MTSS (Multi-Tiered System of Support) Instructional Coach
 20 hr/wk, Mon-Fri, 189 days per year
- LOCATION:** High Desert Regional Education Center, Redmond
- START DATE:** August 24, 2020
- SALARY RANGE:** As established by bargaining agreement, 2020-21 Licensed Salary Schedule (based on experience and education). Benefits include pro-rated insurance package, sick leave, paid holidays, generous PERS contributions.
- QUALIFICATIONS: DEFINITION**
 The primary role of the Oregon MTSS Regional Coach is to support the implementation of Oregon’s Multi-Tiered System of Support Framework in assigned districts, also known as Local Education Agencies (LEAs), through building the capacity of the educational community to engage in this work. The focus of increasing student achievement and outcomes is at the core of all work. In order to achieve this, coaches can expect to fluidly serve in the following roles as determined by the needs within their LEAs.
- Data Coach: To ensure that student achievement data is used to drive decisions at all levels.
 - Resource Provider: To expand the use of a variety of resources to improve instruction and implementation at all levels
 - Learning Facilitator: To support the design of collaborative, job embedded, standards-based professional learning
 - District Leader: To work collaboratively with others to plan, implement, and assess school change initiatives to ensure alignment with and focus on intended results, and to monitor transfer of practice from professional development into action
 - Change Catalyst: To create disequilibrium with the current state as an impetus to explore alternatives to current practice
 - Learner: To constantly seek to become better at what he/she does
 - Classroom Supporter: To increase the quality and effectiveness of classroom instruction
 - Partner: To work with LEA partner coaches to further the development of coaching skills in all parties

Please see attached job description for qualifications and responsibilities.

APPLICATION PERIOD: Open until filled

CONTACT: DIRECT YOUR INQUIRES REGARDING THIS POSITION TO
 Jayel Hayden, javel.hayden@hdesd.org

A COMPLETE APPLICATION INCLUDES

- Letter of interest stating how your background experience qualifies you to assume the responsibilities of this position
- Current résumé
- Completed application form (may be downloaded from HDESD website www.hdesd.org)
- Three (3) recent professional letters of recommendation

DIRECT YOUR MATERIALS REGARDING THIS POSITION TO

Kristen Johns, Human Resources Specialist
 High Desert ESD
 2804 SW Sixth Street
 Redmond Oregon 97756
 Fax 541.638.9654
kristen.johns@hdesd.org

If you currently hold a regular position with HDESD, you may apply by submitting a cover letter, an up-to-date resume including your current position, and an up-to-date list of references.

High Desert ESD is an affirmative action equal opportunity employer and complies with federal and state statutes that prohibit discrimination on the basis of race, color, national origin, religion, sex, age, disability or marital status. If you have a disability and need an alternate format in order to complete the employment process, you may call Human Resources at (541) 693-5600. Please leave a message describing the alternate format needed. The ESD is committed to maintaining a drug-free workplace and strictly complies with drug testing policy. Employment with HDESD requires employee’s wages be paid via direct deposit to a bank account or paycard.

APPROVED: 6/2220

DIRECTOR OF HUMAN RESOURCES
Posting # L20-21/518

MTSS INSTRUCTIONAL COACH

Definition The primary role of the Oregon MTSS Regional Coach is to support the implementation of Oregon's Multi-Tiered System of Support Framework in assigned districts, also known as Local Education Agencies (LEAs), through building the capacity of the educational community to engage in this work. The focus of increasing student achievement and outcomes is at the core of all work. In order to achieve this, coaches can expect to fluidly serve in the following roles as determined by the needs within their LEAs.

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Qualifications The position requires a Master's degree or higher in a field related to education and a valid Oregon teaching license issued through the Oregon Teacher Standards and Practices Commission. Three years of experience as a classroom teacher and two years of experience serving in a leadership role (teacher leader, administrator, program administrator, instructional coach, or other role requiring significant leadership skills) are required. The coach should also have the following knowledge, skills and abilities:

- Multi-Tiered System of Support Framework
 - Broad understanding of multi-tiered system of support frameworks
 - Knowledge of the implementation of a multi-tiered system of support framework at the school and district level
 - Knowledge of inclusive, culturally responsive practices
 - Knowledge of key practices in one or more of the following topics:
 - Academics, Behavior, Chronic Absenteeism, or Social Emotional Instruction
 - Family and Community Engagement
 - Data Based Decision Making Practices
 - Distributed Leadership
 - Implementation Science
 - Integrated Organizational Structures and Systems
 - Experience delivering services using a tiered service delivery model
- Culturally and Linguistically Responsive Practices
 - Knowledge of culturally and linguistically responsive practices and educational equity
 - Ability to build capacity in issues regarding educational equity
- Data
 - Ability to use data to inform decision-making at the district, school, and classroom level
 - Ability to build capacity around data literacy
- Communication Skills
 - Ability to work collaboratively with all members of the education community including students and adults
 - Ability to use questioning strategies to elicit thinking in others
 - Ability to accept and use feedback
 - Excellent oral and written communication skills
 - Ability to communicate using technology

Must have access to reliable transportation, and consistent attendance is required. Must be able to bend, stoop and lift up to 50 pounds.

Classification Licensed

Reports to Assistant Superintendent or designee

Performance Responsibilities

1. Develop positive and supportive relationships with all members of the educational community
2. Support the alignment of systems at the district and school level based on the educational community vision
3. Increase collaboration among all levels through regularly scheduled meetings

4. Guide the educational community to develop a culture of data based decision making that impacts student achievement and outcomes for ALL students
5. Support the development of effective leadership teams at the school and district level
6. Meet regularly with district and school leadership teams
7. Attend MTSS coach training to further the development of coaching skills and knowledge
8. Serve as a partner/mentor for an LEA level coach in order to build capacity
9. Support the identification of resources that align to the LEA vision in order to support transformation
10. Plan and facilitate professional development opportunities that align to best practices taking the LEA vision and professional development needs
11. Work in collaboration with other state identified personnel providing supports to LEAs in order to improve cohesion and implementation

Terms of Employment: Salary, benefits and vacation are established by policy and the collective bargaining agreement.