



We are pleased to announce that we are seeking qualified applicants for the position of
**CONTINUOUS IMPROVEMENT DESIGN COACH and
 MTSS 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** **Continuous Improvement Design Coach and MTSS Instructional Coach**
40 hr/wk, Mon-Fri, 190 days per year (pro-rated for remainder of 2020-21)
- LOCATION:** **High Desert Regional Education Center, Redmond**
- START DATE:** September 28, 2020 or as soon as possible
- 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**
 This position will support schools and districts regionally in the implementation of both continuous improvement change ideas associated with the Central Oregon Regional Educators Network (COREN) Plan, and Multi-Tiered Systems of Support (MTSS) frameworks. While the aims of both programs are unique, many of the roles and responsibilities are similar. These include:
- Data support and coaching
 - Facilitating/leading professional learning
 - Resource Provider for improving instruction
 - Change Catalyst who creates disequilibrium with the current state as an impetus to explore alternative to current practice
 - Continuous Learner
 - Collaborative Partner

Please see attached job description for more information, qualifications and responsibilities.

APPLICATION PERIOD: Open until filled

CONTACT: **DIRECT YOUR INQUIRES REGARDING THIS POSITION TO**
 Kimberly Strong, 541-639-9799, kimberly.strong@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: 9/9/2020

DIRECTOR OF HUMAN RESOURCES
Posting # L20-21/522

CONTINUOUS IMPROVEMENT DESIGN COACH and MTSS INSTRUCTIONAL COACH

Definition This position will support schools and districts regionally in the implementation of both continuous improvement change ideas associated with the COREN Plan, and MTSS frameworks. While the aims of both programs are unique, many of the roles and responsibilities are similar. These include:

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Additional Information on the COREN Design Coach: The Central Oregon Regional Educator Network (COREN), through the establishment of the Educator Advancement Council and SB 182, is tasked with bringing equitable access to professional learning opportunities within Crook, Deschutes and Jefferson County and the Confederated Tribes of Warm Springs. The work of the COREN is rooted in equity, centers educator voice and experiences, and engages in continuous improvement in the implementation of all initiatives. We believe that those closest to the problems we need to solve have the best solutions.

The role of the Continuous Improvement Design Coach (“Design Coach”) to support the eight Central Oregon K-12 school districts and build the capacity of district leaders, teams, and educators to engage in the principles, practices and mindsets of continuous improvement. This regional network brings together districts, schools, educators, and community partners to improve the systems of support and professional learning for educators, particularly educators of color. The work is focused on increasing the retention of and support for novice educators and educators of color in the region.

Additional Information on the SPDG MTSS Instructional Coach: The United States Office of Special Education Programs (OSEP) awarded the Oregon Department of Education a State Personnel Development Grant (SPDG) in 2016. This grant focuses on creating a sustainable, tiered system of support in schools and districts statewide. An expected outcome of tiered support systems is an increase in an organization’s capacity to improve student outcomes through equitable and inclusive practices, with an emphasis on protected classes and historically underserved and marginalized students.

The primary role of the Oregon MTSS Instructional Coach is to support the implementation of Oregon’s Multi-Tiered System of Support Framework in assigned districts in Deschutes, Crook, Jefferson, Lake, Harney, and Malheur Counties, 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.

Qualifications

Values of a Successful Candidate:

- Commitment to equity and dismantling systems that have perpetuated disproportionate outcomes for marginalized populations
- Centers the user experience, especially educators
- Values and amplifies the voices of BIPOC educators, students, and families
- Understands the relationship between intent and impact

Critical Attributes:

- Experience as a classroom teacher
- Valid Driver’s License and evidence of insurability
- Successfully complete district background check and drug screening

Preferred Knowledge/Skills:

- Experience with Professional Learning Teams, mentoring and coaching others
- Knowledge of and experience with the processes and tools of continuous improvement
- Commitment to using different data sources and measures to evaluate improvement strategies
- Experience implementing MTSS structures
- Strong facilitation and coaching skills
- 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
- Ability to thrive in a fast-paced, collaborative work environment, respond to shifting priorities, take initiative, communicate effectively, and meet deadlines
- Excellent written and oral communication skills, including experience developing and giving presentations

Must have access to reliable transportation, and consistent attendance is required. Must be able to bend, stoop and lift up to 50 pounds. Applicants must have successful experience in working with culturally diverse families and communities, and/or have otherwise demonstrated a commitment to equity and strengthening engagement of a diverse community and skill in communicating with a diverse population.

Classification Licensed

Reports to COREN Coordinator/ Chief Student Success Officer

Performance Responsibilities

- Facilitate or co-facilitate school team meetings that involve implementation planning within an inquiry cycle structure
- Lead teams in the use of qualitative and quantitative data collection and analysis to inform and evaluate the work of the team and/or student success indicators
- Identify and leverage current strengths within schools to spread learning and build the capacity within the region
- Identify best practices, research, and effective tools to improve current systems and practices
- Monitor and capture implementation progress, with associated data, within REN reporting mechanisms to be shared throughout the region
- Establish and foster meaningful relationships with district/school teams, staff, and community partners
- Plan and facilitate professional development opportunities that are culturally responsive and align to best practices
- Work in collaboration with other state identified personnel and High Desert ESD staff in order to improve cohesion and implementation
- Participate in professional learning opportunities and communities of practice to further develop coaching skill sets
- Perform other related duties, as assigned to support the success of the agency

Workplace Expectations:

- Work effectively with and respond to people from diverse cultures and backgrounds
- Demonstrate professionalism and appropriate judgment in behavior, speech and dress in a neat, clean, and appropriate professional manner for the assignment and work setting
- Have regular and punctual attendance
- Confer regularly with other High Desert ESD staff, ESD districts, and immediate supervisor
- Follow all district policies, work procedures and reasonable requests by proper authority
- Maintain the integrity of confidential information relating to student, family, colleagues or district patrons
- Travel will be required. This job entails setting up and attending frequent school and community meetings throughout Crook, Deschutes, and Jefferson County, and the Confederated Tribes of Warm Springs, as well as supporting MTSS implementation in Lake, Harney, and Malheur Counties. Applicants will need to provide their own transportation, and mileage reimbursement will be provided.

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

Evaluation COREN Coordinator/ Chief Student Success Officer