

Role Description

Coach

Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



Job Evaluation No.	24245	Content Manager No.	20/331811
Work Unit	Nominated School Nominated Region Early Childhood and State Schools Division		
Location	Various locations throughout the State		
Classification	Stream 1, Teaching in State Education Award – State 2016		
Job Type	Permanent / Temporary / Full-time / Part-time Temporary period until XXXX unless otherwise determined		
Salary Range	per annum Salary is reflective of full-time employment (1.0FTE) <i>Plus superannuation contributions of up to 12.75% of your annual salary.</i>		

Your employer

The Department of Education (DoE) is committed to delivering responsive services focused on equity and excellence to Queenslanders and their communities. We promote equity and excellence by our commitment to respect, protect and promote human rights. Our objectives are: a strong start for all children, every student realising their potential, fair and safe workplaces and communities, capable people delivering our vision. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at www.qed.qld.gov.au

Your opportunity

As the Coach, you will:

- Lead and coordinate the coaching and mentoring of staff members, developing collegiality, building a learning and development culture, modelling innovative teaching styles and encouraging appropriate professional development.
- Lead the development, implementation and review of teaching and learning strategies in targeted programs.
- Assume a lead role within the school leadership team with the development and implementation of strategies relating to targets relevant to each school location.

The Coach reports to the Principal of their nominated base location.

Your role

You will have responsibility for leading the following activities and delivery of the following key tasks:

- Lead and model pedagogical reform/development activities, resulting in improved pedagogical or literacy and numeracy outcomes for students.
- Actively participate in lifelong learning and ongoing professional development to improve curriculum outcomes for all students.
- Work collaboratively with teachers and provide experience to Heads of Program positions by identifying resources and strategies to deliver outcomes.
- Play a support role in delivering the vision of the department to coordinate required programs in schools to improve the educational outcomes of students.
- Lead and support specific projects within the school community to operationalise the development, implementation and evaluation of the initiative at the school level.



- Lead strategies to maximise student achievement and support other school and/or departmental initiatives as required.
- Improve student outcomes by modelling quality teaching and/or programs across all year levels.
- Provide coaching and guidance to classroom teachers in delivering teaching and/or programs.
- Build leadership capacity by providing teachers with professional development and by promoting evidence-based communities of practice.
- Provide discipline knowledge and advice to school leadership teams fundamental to enacting programs that meet specified targets.
- Develop teacher capability and provide professional development that is needs based and provides on-going support for teachers.
- Work with other leaders to prioritise the teaching of programs within the school's curriculum framework.
- Improve the capacity of school teams to use evidence-based assessment, supporting staff in the analysis of and response to systemic and student data.
- Support the school leadership team in providing professional development to the school and networks in relation to teaching and/or programs.
- Participate in relevant networks as negotiated with line manager.
- Provide leadership and support to:
 - Other key personnel to assist teachers in ensuring the learning needs of all students are addressed in curriculum plans.
 - Administration, teachers and teacher aides on related program issues.
 - Build professional relationships with networks and coalitions.

A mandatory requirement of this role is:

- Current full registration, or current provisional registration with eligibility for full registration, as a teacher in Queensland. Information on registration requirements is available at www.qct.edu.au or on toll free 1300 720 944.

How you will be assessed

Within the context of the role described above, the ideal applicant will be someone who has the following key capabilities:

1. Capacity to lead, and model pedagogical reform and/or development activities at a school or cluster level that will result in improved targeted outcomes.
2. Demonstrated knowledge and ability in the relevant program.
3. Demonstrated capacity to develop and sustain strong interpersonal relationships and establish productive partnerships fundamental to coaching and the delivery of professional development activities.
4. Capacity to lead strategies to maximise student achievement through a coaching model with staff.
5. Demonstrated ability to analyse, interpret and apply data to improve student outcomes.

Additional information

- This role description works in conjunction with the Candidate Information Package.
- For further information regarding applying for teaching positions, refer to the Department of Education's teacher employment information at <https://teach.qld.gov.au/apply-to-teach/submit-your-application>