



Open Position Opportunity

- POSITION:** Educator Effectiveness Regional Coach
Educator Talent Unit
Positions #1481 & 1482
FTE- (40%-60%) **Part Time**
- ANNUAL SALARY RANGE:** \$26,524-\$47,743 plus benefits.
- APPLICATION PROCEDURE:** Please email a completed Colorado Department of Education (CDE) Employment Application, letter of interest, and resume to careers@cde.state.co.us with the Position# and Title in the subject line.
- To obtain a Colorado Department of Education Employment Application, visit our website at <http://www.cde.state.co.us/cdemgmt/HR/jobs.htm>
- All materials submitted should be current and specifically address the qualifications for this position.
Hard copies of application materials and application materials sent via mail or fax will not be accepted.
- CONDITIONS OF EMPLOYMENT:**
- All offers of employment are conditional on a successful background and references check.
 - Please be advised that CDE may choose to contact work references other than those listed on your application.
 - Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. Flex-time may be approved depending upon suitability.
 - Position is Exempt from overtime and may require work outside of normal office hours.
 - Selected applicant is an employee At-Will.
 - Direct deposit of paychecks is required.
 - Smoking is allowed only in designated areas outside the State Office Building or any other CDE office facility.
 - As required by the Immigration Reform and Control Act (IRCA), the selected applicant must verify, within 72 hours of employment, his/her legal right to be employed in the United States.

The Colorado Department of Education is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, creed, color, gender, sexual orientation, national origin, age, religion, political affiliation, organizational membership, veteran's status, disability, or other non-job-related factors. This applies to all employment decisions. The following person has been designated to handle inquiries regarding the CDE's compliance with Title IX and Section 504: The Human Resources Director - Colorado Department of Education, 201 E. Colfax Ave. #201, Denver, CO 80203.

Broad Scope of Position:

This position will serve as a regional educator effectiveness resource and coach to districts/BOCES as they continue to implement and enhance their educator effectiveness systems by providing professional learning and development opportunities and technical assistance to districts and BOCES. This position can be filled by any candidate in the Denver Metro area or from any region around the state.

Minimum Qualifications:**Education, Training, and Experience**

- 7 years K-12 education experience
- Experience in educator coaching, feedback and evaluation
- BA or higher degree in education or related field
- Experience in large scale systems change

Knowledge, Skills and Abilities needed to perform the job

- Demonstrated knowledge of the Colorado Educator Effectiveness system
- Demonstrated ability to be a self-starter with a high desire for follow through
- Ability to be flexible in thinking
- Effective communication, collaboration, and interpersonal skills
- Ability to design and deliver quality professional learning for administrators and teachers
- Outstanding presentation and facilitation skills
- Demonstrated ability to communicate in a professional manner both orally and in writing
- Demonstrated strength in organization, communication skills and efficiency in meeting deadlines
- Demonstrated ability to function as a positive collaborative member of a team
- Demonstrated interest and engagement in professional learning and reflection
- Willingness to travel
- The ability to pass a background check.

Preferred Qualifications:

- Colorado Educator License
- Principal and/or evaluation experience

Major Duties and Responsibilities:

- A. Serve as an educator effectiveness resource and coach to districts in the region identified as they continue to implement and enhance their educator effectiveness systems by providing professional learning and development opportunities and technical assistance to districts as determined by individual needs assessments.
- B. Conduct a needs assessment of the districts in the region through personal visits, attendance at regional meetings, and other means to determine the types and levels of services needed by the districts.
- C. Focus on and coach district and school level leadership with a specific focus on principal managers in the development of their individual educator evaluation systems (state model and unique model systems), present at small and large group meetings, conferences and professional learning convenings and facilitate conversations to assist districts in developing and implementing high quality educator evaluation systems that create opportunity for educator growth and student achievement.
- D. Develop, implement, and document a targeted technical assistance plan for the districts based on the needs assessment in the region to monitor support and adapt services using inquiry-based approaches to meet the changing needs of the districts.
- E. Conduct and collaborate in the development of CDE educator effectiveness staff trainings on all elements of the State Model System (Rubrics, Colorado Performance Management System/RANDA, ELEVATE, measures of student learning, etc.) to ensure a high level of expertise on the State Model System and consistency of messaging on the system. Replicate trainings and support in targeted region as needed.
- F. Understand the state educational landscape and coordinating with internal CDE units and external partners (Colorado Association of School Executives, Colorado Education Initiative, CDE Field Services). Ensure collaboration across units and partners to coordinate meetings, support and needs assessments of districts as it relates to educator effectiveness implementation, Turnaround, Assessment, Accountability, School Choice and Standards as it relates to experience and expertise in their respective fields.
- G. Collaborate with the unit team in the ongoing development of evaluation systems as defined by SB 10-191, including the state model system rubric and the online support tools (COPMS), to facilitate educator growth and increase student academic achievement.
- H. Identify and bring forward examples of quality evaluation strategies such as, professional practices, student growth measures, assessment literacy strategies, observation strategies and educator development strategies for ongoing continuous improvement of the educator effectiveness system.
- I. Assist in the population and upkeep of the unit's webpage, guidance documents and other resources, and provide suggestions for rule making based on continuous improvement of the educator effectiveness work at the state and district level.
- J. Perform other duties as assigned by the supervisor, director, or executive director.