**THIS IS A DECISION PAPER**

**TO: MEMBERS OF THE HARDIN COUNTY BOARD OF EDUCATION**

**FROM: TERESA MORGAN, SUPERINTENDENT**

**DATE: OCTOBER 17, 2018**

**SUBJECT: APPROVAL OF THE CREATION OF TWO INSTRUCTIONAL PRACTICE COACHES**

**DISCUSSION**

In order to support the improvement of instructional practices, processes, and techniques in the Hardin County School District, it is necessary to create TWO Instructional Practice Coaching positions (Certified Positions, up to 120 days per position). The Instructional Practice Coaches will be responsible for the following tasks: working in collaboration with the school principal to improve instructional practices within individual classrooms, working with classroom teachers to plan the classroom schedule and curriculum to be most effective for students, providing direction and assistance in improving classroom management to create an effective learning environment, identifying and facilitating strategies to improve areas of identified growth for individual teachers, working with teachers to regularly analyze classroom and individual student data, assisting with the assessment process to ensure that teachers are using data to drive instruction, providing hand-on coaching to teachers, assisting with and monitoring high-impact interventions for struggling students, observing lessons and providing targeted and actionable feedback to teachers, and assisting with planning units and lessons with teachers or groups of teachers and providing feedback on lessons, units, and assessments.

**RECOMMENDATION**

I recommend the Members of the Hardin County Board of Education approve the creation of TWO Instructional Practice Coaching Positions (Certified Positions, up to 120 days per position) for the Hardin County School District.  The addition of these positions is necessary to support the improvement of instructional practices, processes, and techniques in the Hardin County School District. The positions will be effective upon board approval.

**RECOMMENDED MOTION**

I RECOMMEND THAT THE MEMBERS OF THE HARDIN COUNTY BOARD OF EDUCATION APPROVE THE CREATION OF TWO INSTRUCTIONAL PRACTICE COACHING POSITIONS (CERTIFIED POSITIONS, UP TO 120 DAYS PER POSITION) FOR THE HARDIN COUNTY SCHOOLS DISTRICT EFFECTIVE UPON BOARD APPROVAL.