**THIS IS A DECISION PAPER**

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

**FROM: TERESA MORGAN, SUPERINTENDENT**

**DATE: July 15, 2021**

**SUBJECT: APPROVAL OF THE CREATION OF INSTRUCTIONAL FACILITATOR POSITION**

**DISCUSSION**

There are two factors at hand, one, the lack of learning gains as a result of COVID in which some schools were impacted more than others and the number of new and/or non-tenured teachers at specific schools. In order to support the additional needs of students and new staff, additional instructional coaching is needed. The Instructional Facilitator 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. The addition of this position is necessary to support the high number of new staff members at specific school to ensure instructional techniques are effective and all students are receiving an equitable education. The position will be effective upon board approval.

This position will be for 200 days per year and will be paid for using ESSER funds.

**RECOMMENDATION**

I recommend the Members of the Hardin County Board of Education approve the creation of ONE Instructional Facilitator Position (Principal Certification and/or Instructional Leadership required) 200 days per year for the Hardin County School District effective upon Board approval.

**RECOMMENDED MOTION**

I move the Members of the Hardin County Board of Education approve the creation of ONE Instructional Facilitator Position (Principal Certification and/or Instructional Leadership required) 200 days per year for the Hardin County School District effective upon Board approval.