

POSITION:	Academy Coach
POSITION SUMMARY:	<p>The Academy Coach serves as a key instructional and operational leader in an Academy model career pathway school. Reporting directly to the Executive Principal, the Academy Coach is responsible for the overall implementation, alignment, and continuous improvement of all career academies. This role provides direct leadership and support to Academy Principals, ensuring that each career pathway offers high-quality, industry-aligned learning experiences that prepare students for college, careers, and life success.</p> <p>The Academy Coach works collaboratively with district leaders, teachers, business and postsecondary partners, and the broader school community to foster a strong, student-centered academy structure that integrates career and technical education (CTE) with academic instruction.</p>
QUALIFICATIONS:	<p>Education & Experience</p> <ul style="list-style-type: none"> • Preferred: Master's degree in Education, Career and Technical Education, Educational Leadership, or a related field. • Minimum of five years of experience in education leadership, preferably in a career academy, CTE, or instructional coaching role. • Experience in leading teams, coaching teachers, and working with business and community partners. • Proven ability to integrate career-focused instruction with academic coursework. <p>Skills & Abilities</p> <ul style="list-style-type: none"> • Strong leadership and team-building skills to support Academy Principals and instructional staff. • Expertise in career pathway development, workforce alignment, and postsecondary partnerships. • Ability to analyze and utilize data to drive instructional and operational decisions.

	<ul style="list-style-type: none"> • Strong communication, organizational, and problem-solving skills. • Proficiency in technology integration and career-focused instructional strategies.
REPORTS TO:	Executive Principal
SUPERVISES:	instructional staff, work-based learning staff, and others as assigned by executive principal
Key Competencies:	<ul style="list-style-type: none"> • Leadership in career academy implementation and alignment. • Collaboration with stakeholders to promote student success. • Effective data-driven decision-making and strategic planning. • Ability to develop and sustain business and community partnerships. • Strong knowledge of curriculum development and workforce trends.
PERFORMANCE RESPONSIBILITIES:	<p>Academy Leadership & Oversight</p> <ul style="list-style-type: none"> • Provide coaching, and support to Academy Principals to ensure consistent implementation of academy model best practices. • Lead the development and execution of academy goals, ensuring alignment with district and state CTE standards. • Facilitate collaboration among Academy Principals, department chairs, and industry partners to ensure curriculum relevance and student engagement. • Establish and maintain a structured academy framework, including clear career pathways, certifications, and work-based learning experiences. <p>Instructional Support & Teacher Development</p> <ul style="list-style-type: none"> • Oversee professional development for academy teachers, ensuring the integration of real-world, project-based learning and workforce readiness skills. • Support Academy Principals in implementing instructional coaching, data-driven decision-making, and interdisciplinary collaboration. • Lead the development and implementation of curriculum that aligns with workforce trends and postsecondary opportunities.

	<ul style="list-style-type: none"> • Ensure that career pathways integrate technology, dual enrollment, apprenticeships, and other advanced learning opportunities. <p>Business & Postsecondary Partnerships</p> <ul style="list-style-type: none"> • Develop and sustain partnerships with industry leaders, higher education institutions, and community organizations to support academy initiatives. • Collaborate with business partners to secure guest speakers, job shadowing, internships, apprenticeships, and mentorship programs. • Work with postsecondary institutions to expand dual credit, credentialing, and articulation agreements. <p>Student Success & Engagement</p> <ul style="list-style-type: none"> • Support Academy Principals in implementing career exploration initiatives, pathway selection, and student retention strategies. • Oversee data collection and analysis to measure student success in areas such as career readiness, graduation rates, and postsecondary enrollment. • Lead efforts to promote academy achievements through student showcases, competitions, and industry events. • Ensure equitable access to career pathways for all students, including underrepresented groups. <p>Operational & Administrative Responsibilities</p> <ul style="list-style-type: none"> • Assist the Executive Principal in academy budgeting, grant writing, and resource allocation to sustain and expand academy programming. • Ensure compliance with local, state, and federal CTE regulations and accreditation requirements. • Lead academy advisory board meetings and collaborate with district leadership on strategic planning. • Serve as a key liaison between the school, district leadership, and external partners regarding academy initiatives. • Support Academy Principals in scheduling, staffing, and operational planning for each pathway.
TERMS OF EMPLOYMENT:	Employment for 238 days, with salary to be determined by the adopted teacher and administrative salary schedule of the Christian County Board of Education.
EVALUATION:	Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluation of Classified Personnel. Evaluations will be conducted by the Superintendent or Assistant Superintendent