



Effectiveness Coach: Educators - Job Description

About SPED Strategies

SPED Strategies believes every student with a disability deserves a high quality education in an environment where they thrive. We support leaders across all levels of the education system and community in advancing outcomes for students with disabilities.

The Opportunity

Long-standing inequities have driven poor educational outcomes for students with disabilities. SPED Strategies is on a mission to change this. To do this, SPED Strategies focuses on two levers:

- Building strong special education systems, and
- Advancing inclusion and equity in the classroom.

SPED Strategies is seeking Effectiveness Coaches for Educators to facilitate professional learning and provide on-going coaching that shifts the mindsets and instructional practices of educators in supporting students with disabilities. Effectiveness Coaches will assist SPED Strategies in improving support provided to educators by engaging in feedback cycles to continuously improve the support provided to educators. This is a part-time role. Hours will vary depending on organizational needs, but will typically average approximately 10-15 hours per month.

Skills and Mindsets

The Effectiveness Coach for Educators must believe that all students with disabilities can grow and thrive with the right support. They must demonstrate:

- **Exceptional facilitation and communication skills.** The Effectiveness Coach must be able to facilitate meetings and professional learning sessions to challenge convention and accelerate integration of the evidence base into state and local-level special education systems and classroom practice. They must be able to present complex, novel information through varied modes to different audiences in a way that compels change. Communications are clear, articulate, and concise.

- **A commitment to professional growth and flexibility.** The Effectiveness Coach must be intellectually curious and open to learning new skills and approaches to the work. They must have an entrepreneurial mindset that leads to flexibility and creativity in pursuit of goals and resilience in the face of setbacks.
- **A commitment to constructive collaboration.** The Effectiveness Coach must be able to provide, receive, and integrate constructive feedback, challenge assumptions and beliefs, and support the growth of team members across the organization. They must be able to coach, support, and influence adults towards improvement.
- **A deep belief in equity.** The Effectiveness Coach must demonstrate a commitment to equity for all students, including students with disabilities, through practice. They hold a deep belief that all school leaders and educators can be successful, with the right support, in supporting the unique needs of students with disabilities in engaging with grade-level learning. They demonstrate an understanding of the impact of disability on the educational and life experience of students.

Experience

SPED Strategies Effectiveness Coaches for Educators must have extensive professional experience in facilitating inclusive educational instruction and leveraging high-quality curriculum and the additional support required to meet the needs of a wide variety of diverse learners. They have experience in facilitating professional learning and supporting educators and other professionals in growing their mindsets and practices to meet the needs of all learners.

Location & Compensation

This position is fully remote, and will include some travel to support our partners. This part-time 1099 contract position will be paid at either an hourly rate or per deliverable fee, based on experience and skill set.

Equal Opportunity Employer

SPED Strategies is an equal opportunity employer. All applicants will be considered for employment without attention to disability, race, color, religion, sex, sexual orientation, gender identity, national origin, or veteran status.



To Apply

Visit SPEDStrategies.com to submit your resume and cover letter. Applications will be reviewed on a rolling basis.