



## Effectiveness Coach: System Leaders 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 System Leaders to work with our team in supporting education leaders to provide high-quality educational programming that improves outcomes for students with disabilities. Effectiveness Coaches for System Leaders will facilitate professional learning and provide on-going coaching that supports system leaders in shifting structures, practices, and leading their teams in improving outcomes for students with disabilities. Effectiveness Coaches will assist SPED Strategies in improving support provided to system leaders by engaging in feedback cycles to continuously improve the content and 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 System Leaders 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 proactive approach to problem-solving.** The Effectiveness Coach must be able to anticipate and communicate challenges or problems in practice for school leaders and address them with a strategic approach that builds the capacity of school leaders to problem solve autonomously over time. They are able to identify challenges and invest others in shared solutions to proactively address issues before they arise.



- **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 in service of improvement.

## Experience

SPED Strategies is seeking an Effectiveness Coach for System Leaders with a demonstrated commitment to improving outcomes for students with disabilities. The Effectiveness Coach must have extensive professional experience in leading teams of professionals that create and maintain systems of compliance with the end goal of improving outcomes. The Effectiveness Coach for System Leaders must experience in building relationships and supporting colleagues in creating and implementing systems that support the unique needs of students with disabilities in reaching their full potential. They must have extensive professional experience in systems-level work and change management.

## 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](https://SPEDStrategies.com) to submit your resume and cover letter. Applications will be reviewed on a rolling basis.