



Every child. Every opportunity. Every time.

Climate and Culture Coach (1.0 FTE)
Hillside Middle School
KEA Salary Schedule and Grade
\$44,652-\$87,252
10 Month, Full-time

Our Mission:

Nurture the dreams of all students and empower all students to contribute to a better world.

Scope of Responsibilities

The District Culture and Climate Coach will provide instructional support for teachers and individual and small-group interventions for students, related to School-wide Positive Behavior Interventions, Supports (SW-PBIS) models, and supports multi-tiered systems of support (MTSS). Encourage schools to maintain the integrity of their school-wide.

Performance Responsibilities

1. Collaborate with principal, MTSS Leadership Team, and content teachers to identify school climate and culture needs specific to the school, students and staff.
2. Research and provide to staff, through job-embedded professional development activities, content knowledge and resources regarding best-practices in School-wide Positive Behavior Interventions and Supports.
3. Provide support and assistance with implementation of the district and school curriculum and strategic planning expectations.
4. Provide leadership for the development and dissemination to school, parent, family, and community groups the culture and climate expectations and norms.
5. Monitor the program and collaborate with appropriate staff and administration to ensure that the culture and climate initiative is implemented with fidelity and integrity.
6. Coordinate and conduct regular meetings with individual and teams of classroom teachers to examine student behavior and attendance data, monitor program progress, and support teacher reflection, decision-making and action.
7. Support classroom teachers in applying classroom management strategies that build positive relationships with students through peer coaching, demonstration lessons, modeling interventions, and various professional learning communities meeting protocols.

8. Develop data-gathering protocols and assist appropriate staff in the collection, analysis and reporting of data concerning the impact of behavior and attendance interventions.
9. Participate fully in appropriate professional development.
10. Provide quarterly reports on the progress of implementation and results of culture and climate initiatives.
11. Observe and provide feedback to teachers regarding classroom management, implementation of culture and climate initiatives.
12. Other duties as assigned by director of student services.

Minimum Qualifications

1. Valid Michigan Teaching Certificate with a Master's Degree in Education, Psychology, Social Work or related field.
2. Minimum of five (5) years of successful teaching experience.
3. Experience with data analysis and research-based interventions.
4. Functional knowledge of the research and practices related to Positive Behavior Interventions and Supports.
5. Demonstrated ability to communicate collaboratively and effectively with instructional staff, administration, students and parents.
6. Demonstrated abilities in leadership, staff professional development, and public speaking

Preferred Qualifications

1. Experience with CHAMPS or similar school-wide PBIS program.
2. Additional specific training in Response-to-Intervention, MTSS, or similar tiered intervention program.
3. Experience with trauma informed care and restorative practices.
4. Experience working with adult learners, facilitating professional conversations.
5. Experience teaching in a K-12 school.
6. Experience working with principals and administrators.
7. Successful experience in a multi-cultural, urban school district.
8. Minimum three years of successful experience working with children and families in an urban educational setting and/or diverse/multi-cultural setting.

Please apply online at www.kalamazoopublicschools.com

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