



2021 Coach Agreement

Coaches will earn \$2000 annual stipends, paid at the end of each year, and upon the Mid-Program Self Assessment, by regularly meeting with candidates for a minimum of 40 hours per year, and collaborating to ensure a confidential candidate experience.

Requirements

- ☐ Observe candidate and provide feedback regarding their learning, impact, leadership performance, and program assessments.
- ☐ Be accessible to candidate for just-in-time assistance.
- ☐ Attend 6 hours of coaching training.
- ☐ Document meetings in Coach Meeting logs.
- ☐ Attend quarterly coaching meetings.
- ☐ Communicate with the Program Leader regularly and complete the program assessments and evaluations, as requested.

Program Work

- ☐ Assist in development and monitoring of the Individual Induction Plan (IIP) that:
 - ☐ tracks goal achievement and professional learning hours,
 - ☐ provides evidence of growth, via artifacts
 - ☐ is based on the California Professional Standards for Educational Leadership (CPSEL) and the candidate's job.
- ☐ Review and document completion of program requirements on the Portfolio Review Checklist.

Coaching Essentials

- ☐ Develop trust and build rapport.
- ☐ Practice reflective listening and facilitation skills, and maintain confidential conversations and professional ethics to encourage continuous, professional self-reflection and problem solving.
- ☐ Demonstrate reliability by keeping commitments to the candidate.
- ☐ Be available.

Examples of Coaching Activities

- ☐ Assist in developing a leadership voice and shared vision.
- ☐ Facilitate thinking around the development of school culture.
- ☐ Model learning walks and instructional coaching.
- ☐ Facilitate thinking around professional learning supports for staff.
- ☐ Facilitate problem solving in aligning resources to support teaching and learning.
- ☐ Investigate and gather data related to the candidate's job to help candidates develop a Problem of Practice.

I, hereby apply to serve as a Coach for the _____ in the PVLEAD Program.
(district)

I have submitted an online application.

I have read the above listed roles and responsibilities of Coaches and, if selected as a coach, I agree to complete the above listed requirements.

Print: _____ Sign: _____ Date: _____

Keep a copy for yourself and send the original application to the South Bay Consortium Office.

ESUSD – Corey James

HBCSD – Dr. Jason Johnson

MBUSD – Dr. Suzanne Webb

PVPUSD – Samantha Leddel

RBUSD – Dr. Nicole Wesley

WUSD – Dr. Nisha Dugal