

## English Language Development Coach

The Howard County Public School System (HCPSS) is one of the leading school systems in the state of Maryland and the nation. In alignment with our [\*Strategic Call to Action\*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

### **DESCRIPTION**

The English Language Development (ELD) Coach serves as a resource to promote student growth through teaching and teacher growth through learning and modeling instruction. This position will promote acceleration of learning for Multilingual Learners. The ELD Coach will be assigned to identified schools to work with teachers, students, schools, and district leaders to implement quality academic programming that is evidence-based and differentiated for student needs. This position supports teachers by modeling instructional strategies and lessons, developing and modifying lesson plans, and expanding staff understanding of current educational research and knowledge about English Language Development programming.

This position has an anticipated start date during the current school year. Applicants currently under contract with another Maryland school district are responsible for verifying whether they would be released without prejudice if selected for this position.

### **ESSENTIAL POSITION RESPONSIBILITIES**

- Provides leadership to the design, implementation, and analysis of learning assessments, data processes, and protocols.
- Plans and facilitates English for Speakers of Other Languages (ESOL) professional development focused on the *WIDA English Language Development Framework, 2020 Edition*, Common Core State Standards, and Trauma Informed Practices to support elementary or secondary ESOL and content teachers and other instructional staff in designated school(s).
- Leads collaborative data discussions with school teams using protocols that inform language instruction, alignment of resources to students, and focus on student feedback that results in student action.
- Assists school teams in the development of rigorous lessons and assessments aligned to the Maryland *College and Career Readiness Standards* and the *WIDA English Language Development Framework, 2020 Edition*.
- Provides support to school teams to ensure that students receive a high-quality education through access to individualized instruction, support, and opportunities.
- Develops, writes, edits, and revises curriculum and professional learning resources to support the HCPSS Elementary and Secondary ESOL program while ensuring diversity and inclusion is reflected in the curriculum.
- Attends and serves as a collaborative contributor for instructional leadership team meetings to support, model, and design English Language Development Improvement goals for Multilingual Learners aligned to School Improvement Goals.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

### **MINIMUM QUALIFICATIONS**

**Applicants must meet all the following qualifications, listed below, to be considered for the vacancy.**

#### **Education:**

- Bachelor's degree, or higher, from an accredited college or university in education or a related field.

#### **Certification:**

- Hold a current Maryland State Department of Education (MSDE) professional educator certificate.

#### **Experience:**

- Three (3) years of teaching experience to include:
  - Experience using WIDA ELD Standards and Common Core State Standards to teach language through academic content to promote/accelerate student learning.
  - Experience supporting an intervention program to include collaboration with professional staff, parents, or community groups to support instruction.
  - Experience in leadership duties, responsibilities, and/or roles (e.g., Instructional Team Leader, Reading Support Teacher, or Math Support Teacher).

### **PREFERRED QUALIFICATIONS**

- Master's degree from an accredited college or university in education or a related area.
- Hold a Maryland State Department of Education (MSDE) professional certificate with an English for Speakers of Other Languages (ESOL) endorsement.
- Previous ESOL teaching experience.
- Experience in developing and delivering ongoing, job-embedded professional development.
- Experience with recording, monitoring, and analyzing data related to student behavior in order to guide instruction or intervention support.

### **SELECTION REQUIREMENTS**

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based on your education, training, and experience as they related to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside of the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

### **EMPLOYMENT INFORMATION**

This is a 10-month per year position in the Howard County Educators Association (HCEA) employee unit. The current salary range for this position is on the [10-Month Teacher Salary Scale](#). Actual placement will be in

accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers relevant prior experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

### **APPLICATION REQUIREMENTS**

**Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position.** Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, educator certificates, and transcripts) required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact:

Sandy Saval  
Human Resources Business Partner  
Office of Human Resources  
(410) 313-6689  
[sandy\\_saval@hcpss.org](mailto:sandy_saval@hcpss.org)

### ***Equal Opportunity Employer***

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.