



Board Agenda Item #	II A- Action Item
Date:	8/8/2019
To:	Magnolia Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Jason Hernandez, MSA Bell Principal
RE:	Additional Teaching Staff Member

Proposed Board Motion

I move that the board authorize MSA Bell to hire an additional certificated staff member to work as a member of the teaching and leadership staff. The individual will be an Intervention and Instructional Coach with both content and instructional expertise and the ability to collaborate a coaching and learning approach on campus among all stakeholders.

Introduction

- What services are being provided? The additional certificated teacher will provide instructional coaching for teachers and intervention/support of students in their academic endeavors.
- Why is this contract/service needed?
 - The Coach facilitates the school's professional development model by demonstrating lessons, observing classroom instruction, and coaching teachers' one-on-one to support student learning. The Coach focuses on enhancing teacher ability to provide instruction that (1) builds student understanding and skills, (2) is academically rigorous, (3) addresses the curriculum standards and frameworks, and (4) enhances student sense of engagement in and ownership of learning. The Coach, together with administrators and classroom teachers, looks at student work and designs standards-based, high-quality instruction.
 - The Coach effectively plans and provides targeted academic support for students identified for intervention in math and/or reading. Through the implementation of evidence-based interventions, strategies and fidelity to the intervention program, the Coach facilitates efforts to ensure that every student can read or perform mathematics at grade level.

Background

- MSA Bell was given the opportunity to investigate potential areas of need within the learning community. The following was identified: (1) limited growth for all student groups in ELA and Math, (2) need for research-based instructional practices that is aligned with a Tier 1 classroom instruction.

Analysis (If applicable)

- MPS home office fee was decreased by \$78,534 in order to support individual needs at the school site.
- Per the MPS scale, the amount is more than sufficient to hire a full time certificated teacher in this role. This would also include benefits associated with the position.

Budget Implications

- Amounts/ Funding Source: \$78,534/reduction of home office fees

Exhibits (attachments):

- Job Description