



Job Description

Job Title: COMPASS Regional Math Coach (exempt)

Supervisor: COMPASS Regional Supervisor

About NESC: The Northeast Service Cooperative helps build, sustain and recreate rural infrastructure and enterprise. Nationally recognized as a leader in innovation – including education, technology, health care and economic development – NESC serves member schools, cities, counties, health providers, government agencies, service agencies, development authorities and others (Minnesota Statute 123A.21). An independent, regional, public initiative, NESC develops and delivers its services through collaboration between and among staff, members and colleagues as well as public and private partners.

Summary: This position will serve as a part of the statewide system of regional support to educators and school leaders to implement evidence-based instructional strategies in standards-based mathematics. This position works closely with the Regional Math Lead and state math leaders to facilitate professional learning that deepens educators' understanding of math standards, content, learning progressions, and pedagogy for effective PK–12 instruction. The role also carries independent responsibilities and decision-making authority, with distinct duties from the Regional Math Lead and shared responsibility for the success of regional mathematics work.

The regional mathematics coaches continuously utilizes data to inform instructional practices related to standards-based education and facilitates communications and planning with sites and districts to advance student success and accelerate student learning. This position will work with regional sites to build sustainable systems of processes and coaching supports for educators and educational leaders to improve their capacity to fully implement evidence-based mathematics, engage families, and build educator competency and efficacy - thereby increasing the mathematics skills of historically underserved children in Minnesota.

The regional math coach will work in partnership with state and regional teams to build educator and building administrative competency around mathematics, assessment and data including understanding standards and benchmarks and the developmental processes of learning mathematics. This position will work with sites to identify resources and alignment to math standards.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Statewide Regional Mathematics Responsibilities:

- Play and active role in the MDE and Regional statewide math support team, including:
 - a. Attending all professional learning provided.
 - b. Participating in communities of practice with regional colleagues to deepen understanding and skill in math standards, math progressions, math instructional pedagogy and standards-based implementation.
 - c. Staying apprised of current research and evidence-based practices for mathematics instruction.
 - d. Collaboratively developing tools, resources, professional development modules, and programming.
 - e. Determine evidence-based programs and practices that should be scaled-up for improved instruction, curriculum, assessment and professional development.
 - e. Work collaboratively to build and maintain a regional system of professional development and support that educators and leaders can easily access and which makes extensive use of e-learning modules, webinars, interactive websites, open education resources (OER) and/or other multimedia and digital resources.
 - e. Provide tools and processes for on-site coaching for district and school math educators and leaders and school teams in the region.
- Incorporate into the statewide system of training and support principles of Multi-tiered Systems of Support and Universal Design for Learning.
- Develop strong relationships with other organizations supporting mathematics leadership including NCTM, NCSM, The Minnesota Council of Teachers of Mathematics (MCTM), The MN Math Leaders, The STEM Center (SciMathMN), and state and regional higher ed institutions.
- Assist schools in identifying, operationalizing, and reaching a shared understanding of core features of evidence-based practices in curriculum, instruction, assessment and professional development.
- Participate in early learning training and support initiatives that help pre-K teachers provide high-quality, developmentally based instruction.
- Assess statewide practices in instruction, curriculum, assessment and professional development in order to determine gaps in understanding core features of evidence-based practices in those areas.
- Support the capacity of the Regional COMPASS Teams and Regional Service Coops staff to help districts and schools improve student achievement in math and reduce opportunity gaps birth through grade 12, especially for our most historically underserved communities.
- Select and use tools and materials specific to active implementation frameworks, and train regional mathematics specialists in their use.
- Assess practices in instruction, curriculum, assessment and professional development in order to determine gaps in understanding core features of evidence-based practices in those areas.
- Ensure alignment of the work to the Minnesota PreK-12 Academic Mathematics Standards and Early Childhood Indicators of Progress.
- Monitor the design, implementation and evaluation of local mathematics plans.

Minnesota Service Cooperative Responsibilities:

- Provide support and coaching to internal staff to build capacity for implementing the 2022 Math Standards.
- Collaborate with MDE State Mathematics Team and the Regional Mathematics Network colleagues to ensure support provided across all levels of math is aligned to evidence-based Structured Mathematics practices.

District and School Responsibilities

- Support districts in the development, implementation, evaluation and submission of their Local Mathematics Plans.
- Support districts in the implementation and alignment of a MnMTSS system utilizing evidence-based practices and standards-based mathematics curriculum.
- Support implementation of evidence-based mathematics practices in PK-12 settings.
- Support district and school teams in data collection and analysis to ensure data is being used effectively to inform instruction to support student growth and achievement across all Tiers.
- Familiarize teachers and administration with the research on effective mathematics practices and evidence-based practices.
- Regularly communicate with school administrators, colleagues, and experts in order to keep well-informed of current and developing research.
- Work collectively with peers and MN Department of Education in reflecting on personal learning and how that learning supports student achievement and growth of students.
- Other duties as assigned.

Competencies

1. Proficient in working with diverse groups, leadership teams, addressing inequities and supporting change and transformation in systems.
2. Thorough understanding of pedagogy and best practices within mathematics education
3. Understanding of adult learning principles
4. Ability to function cooperatively as a member of a team
5. Ability to reflect on and continuously improve professional practices in response to coaching
6. Proficiency with group facilitation
7. Proficiency with addressing educational inequity in previous positions
8. Proficiency with effective implementation practices and systems change
9. Ability to adapt to and work with a variety of school contexts
10. Ability to create a collaborative partnership with educators
11. Excellent organizational skills and attention to detail
12. Creative analytical and problem-solving skills
13. Effective written and verbal communication skills
14. Ability to work effectively and efficiently across agencies and partnerships; individually and as a team member
15. Ability to show initiative in resolving problems

16. Ability to assume responsibility, be well organized, execute initiatives from directives and approved self-initiatives
17. Ability to build open, honest and trustworthy relationships with people of various personality styles and behaviors – internally and externally
18. Ability to conduct oneself in a professional and customer service-based manner at all times
19. Proficient in the use of office applications and online learning platforms
20. Proficiency in adapting to new software and digital tools

Education and Experience

- Bachelor's degree in mathematics, education, or related field
- Five years prior mathematics K-12 teaching experience
- Experience planning, implementing, and evaluating district-wide initiatives and professional learning connected to mathematics
- Data Collection/Analysis
- Current Minnesota teaching or administrative license
- Valid MN Driver's License

Preferred Education and Experience

- Master's degree in education or related field
- Experience coaching educators in applying effective mathematics teaching practices in their classrooms
- Understanding of the Minnesota 2022 Mathematics Standards, Student Mathematical Practices, and Effective Mathematics Teaching Practices
- Established relationships with local and regional mathematics leaders, the Minnesota Council of Teachers of Mathematics (MCTM), NCTM's *Principles to Actions*, and the *Catalyzing Change* recommendations.
- Understanding of mathematical rigor as the intentional development of conceptual understanding, procedural fluency, and application, with experience helping educators recognize and support all three in instruction.

Environment & Physical Demands

This job operates in a hybrid office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, and filing cabinets. This is largely a sedentary role; however, some office organization and event set-up/tear-down is required. This would require the ability to move and lift 30 lbs., stand for extended periods of time and carry items a short distance as necessary.

Position Type/Expected Hours of Work

This is a full-time, 205 workday calendar. Hours of work are generally Monday through Friday, 8:00 a.m. to 4:30 p.m., but occasional evening events, travel may include visits to schools throughout the region, other regional schools and service cooperatives, and the Minnesota Department of Education.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.