

**Lead/Coach Positions**

<b>Category</b>	<b>Human Resources</b>		
<b>Subject</b>	<b>Lead/Coach Positions</b>		
<b>Adopted</b>	May 2017	<b>Revised</b>	March 2021

**Policy Statement**

Lead/Coach positions provide a vital role to Anglophone South School District. These positions offer substantial support to our teachers and have a significant impact on student learning.

Having employees in these positions who possess the appropriate qualifications and aptitude to be able to positively support and influence teachers is critical to the success of these roles.

It is understood that it can take time to establish a rapport with teachers in order to be able to effectively provide support and because of this, it is felt that positions should be made available to an individual for an adequate amount of time to allow for this to take place.

However, these positions are meant to provide developmental opportunities for our teachers and to build capacity within our schools when the individual returns to the classroom.

Therefore, it is very important that once an individual has completed their term, they return to their school to share the knowledge and expertise they have gained. This is also important for the individual to ensure they have not been removed from the classroom for too great of a period of time.

**Procedures**

The following guidelines apply to teachers who occupy or are interested in occupying lead positions within Anglophone South School District:

1. Posting Positions:
  - a. Because of the importance of these positions providing developmental opportunities for teachers, these positions will be posted internally to ASD-S teachers via email and through the district newsletter.
  - b. To provide adequate time for an individual to establish a rapport with teachers, these positions may be posted for one (1) year with a possible extension up to a maximum of four (4) years.

**Lead/Coach Positions**

- c. Because they have the ability to be reassigned from a teaching position and are more likely to have adequate experience, priority will be given to permanent B contract teachers for lead roles.
- d. Because these positions provide development opportunities for teachers, priority will be given to teachers who possess the qualifications, who have not had an opportunity to work in a lead role or who have been in a lead role but have returned to the classroom for at least 4 years.

2. Supervision:

- a. Individuals in lead roles will report to a Subject Area Coordinator.
- b. This Subject Area Coordinator will be responsible for the assignment of tasks, monitoring of performance and the monitoring of attendance.
- c. Individuals will be reviewed on a yearly basis to ensure they are able to adequately provide support to teachers.
- d. If at any point, an individual is not felt to be adequately providing support to teachers, they may be returned to their school.

3. Reassignment:

- a. Individuals will be considered “reassigned” from their school for a period of four (4) years. After four (4) years, an individual will be considered “reassigned” from a teaching position within the Education Center of their original school.
- b. Individuals will maintain rights and benefits of their collective agreement consistent with what they would as a classroom teacher.
- c. Individuals who have worked more than four (4) years in a lead role will be reviewed on an individual basis to determine next steps. Decisions will keep in mind the spirit of the program and what is best for their school and the individual.

**Reference**