



Position Description

INSTRUCTIONAL COACH

Position title	Instructional Coach
Reports to	Director of Professional Practice
Position of Leadership	Level 2
Time Release	9 periods

Role Description

The Instructional Coach at Assumption College is a pedagogical leader who supports the growth of teacher practice through evidence-based coaching, collaborative planning, and professional learning. Formed in our Catholic and Marist identity, the role nurtures a culture of high expectations, reflective practice, and collective efficacy. The Instructional Coach works alongside teachers and leaders to align instructional approaches with the AITSL Standards, the ACER National School Improvement Tool, and the College's strategic priorities.

This role models the Marist value of love of work by fostering excellence in teaching through relational, respectful, and hope-filled partnerships. In demonstrating a commitment to continuous professional learning, they ensure compliance with legislative and curriculum requirements while modelling the value of lifelong learning.

The Instructional Coach is expected to uphold all legislative obligations related to Child Safeguarding and Occupational Health and Safety, in alignment with College policies.

Key Responsibilities

The Instructional Coach is responsible for:

- Strengthening teaching and learning by modelling evidence-based practices, including high-impact teaching strategies and principles from the Science of Learning.
- Building teacher capacity in curriculum planning, assessment, and differentiation, offering targeted support to early career teachers and those seeking classroom improvement, in line with the Victorian Curriculum and VCAA guidelines.
- In collaboration with College leaders, designing and delivering professional learning aligned with the AITSL Standards, the College's mission and vision, and the ACER National School Improvement Tool.
- Contributing to a whole-school coaching model through goal setting, structured feedback cycles, and the development of a shared language and expectations around effective pedagogy.
- Committed to inclusive, student-centred learning, promoting teaching practices that uphold the dignity and wellbeing of all learners in alignment with Catholic values.

Key Duties

- Engage in regular classroom observations, learning walks, and coaching conversations using a strengths-based approach.
- Facilitate teacher reflection against the AITSL Professional Standards for Teachers.
- In collaboration with the Director of Data Analytics, analyse student achievement and engagement data with staff to inform instructional decisions.
- Co-plan and co-teach lessons to demonstrate effective practice and provide timely feedback.
- Lead and participate in Professional Learning Teams (PLTs) and design and deliver differentiated professional learning sessions aligned with strategic goals.
- Collaborate with Learning Leaders and the Director of Learning Culture to develop consistent teaching practices.
- In collaboration with the Director of Professional Practice, support the induction and mentoring of graduate teachers and contribute to their VIT registration process.
- Maintain coaching documentation, feedback cycles, and progress tracking of teacher growth.
- Contribute to whole-school improvement planning and annual review processes.
- Any other duties as directed by the Principal.

Membership

The Instructional Coach is a **member of the following teams:**

- Learning and Teaching Team

They work **in collaboration with:**

- School Improvement Team
- Student Wellbeing Team