

**Hernando County School Board
Florida**

FLSA: Exempt, Non-Union

ADMINISTRATOR COACH

Required Qualifications:

- Minimum of five (5) years of successful experience in a principal position in Hernando County
- Demonstrated ability to work cooperatively and effectively with other professional staff members in a mentor/mentee role
- Demonstrated leadership skills among peers and colleagues
- Considerable knowledge of the Florida Leadership Standards, Florida School Leaders
- Assessment (FSLA) Proficiency Areas and Indicators
- Be dedicated to sharing insights and experiences with the next generation of school leaders

Performance Responsibilities:

- Create opportunities for school leaders across school sites to collaborate and learn from one another
- Develop and implement a systems approach to building leadership capacity
- Support the development of school leaders as reflective practitioners
- Provide on-going support, direction and instruction to aspiring leaders at all levels
- Promote the recruitment and development of high potential leaders
- Assist with the facilitation of a district wide succession plan
- Assist with the facilitation of principal, assistant principal and aspiring administrator meetings
- Assist principals and assistant principals to foster the implementation of prescribed district initiatives
- Assist school leaders with school-specific problem solving processes
- Coordinate or assist with providing leadership development activities or professional development at all administrative levels
- Coach and mentor newer principals with three years or less experience
- Prepare assistant principals to become principals through the coaching/mentoring
- Set individualized deliberate practice goals to provide assistance to principals and assistant principals in need
- Work closely with the Executive Director of Academic Services pertaining to leadership development priority needs
- Monitor and communicate to the Executive Director of Academic Services the leadership progression of administrators

Physical Demands:

Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force regularly or as needed to move objects

Terms of Employment:

Position is a term of one (1) year, which can be extended for additional terms at the discretion of the Superintendent of Schools. The Superintendent of Schools may terminate or reassign supplement at any time

Salary:

Payment is a \$3,000.00 prorated annual supplement

Board Approved: 09/08/2015

Revised: