



Question: What is the cost of the coaching model and what roles do coaches fill?

Background Information

- In 2009 – 2010, the Department of Instruction moved to an Instructional Coaching model
- The move to a coaching model was made in an effort to make reductions, reorganize, and assist with the implementation of the Framework for Quality Learning.
- The model provides support to teachers in the areas of technology, literacy and pedagogy.
- The Lead Coaches, provide support and supervision to the Instructional Coaches, guide and lead vertical team work, and are responsible for all content alignment as well as identify needed professional development.

Instructional Coaches Origin and Funding (24 Positions – originally 32 Positions)

- Prior to 2009 – 2010, the following FTE's were being used to support staff:
 - Literacy Specialists (16.50 FTE)
 - Curriculum and Technology Integration Partners: (12.33 FTE)
 - Math Specialists (6.00 FTE – These 6 positions supported 9 schools)
 - Novice Teacher Network: (4.0 FTE)
 - Total of ~39 FTE – Reduction of ~15 FTE
 - 2010 – 2011 Budget: Reduced coaching model by 8 positions; eliminated 5.06 FTE from budget and moved 3.0 FTE to technology to support one year positions
- Superintendent's Funding Request for 2012 – 2013:
 - 20.30 FTE - \$1,522,089
 - 3.7 FTE funded through Title II.
 - Budget to support Instructional Coaches - \$29,800 (mileage and support materials)
 - Total cost of Instructional Coaching model in proposed funding request: **\$1,551,889**
 - **§22.1-253.13:2. Standard 2. Instructional, administrative, and support personnel.** *J. Local school boards shall employ two full-time equivalent positions per 1,000 students in grades kindergarten through 12, one to provide technology support and one to serve as an instructional technology resource teacher.* Thirteen Instructional Coaches fulfill the latter portion of this Standard of Quality.
 - **Code of Virginia § 22.1-305.1. Mentor teacher programs.** Instructional Coaches fulfill this obligation as set down by the Board of Education.

Instructional Coaching Interaction

Secondary Instructional Coaching, 2nd Quarter 2011-12			
School	Allocated FTE, 2011-12	Coaching Interactions, 2nd Quarter 2011-12	Number of Teachers in Interactions
Burley MS	35.4	39	12
Henley MS	49.2	45	24
Jouett MS	39.4	40	23
Sutherland MS	37.3	18	13
Walton MS	29.8	19	21
Albemarle HS	111	71	44
Monticello HS	73.4	46	21
Western Albemarle HS	68.1	46	34
CATEC	10.5	10	7
Murray HS & CPCS	14.4	7	2
TOTAL	468.5	341	201

Lead Coaches Origin and Funding (6 Positions)

- Prior to 2009 – 2010, the following positions existed in central office:
 - Coordinator – Secondary Language Arts
 - Coordinator – Secondary Mathematics
 - Coordinator – Science
 - Coordinator – Social Studies/History
 - Coordinator – Gifted/Fine Arts
 - Coordinator – Health/PE/FLE
 - Coordinator – Guidance/CTE
 - Coordinator – Elementary Language Arts
 - Coordinator – Elementary Mathematics
 - Coordinator – Title I
 - These positions are now covered by 6 Lead Coaches along with staff currently holding other positions; Assistant Director, Directors, and Assistant Superintendent
 - Total of 10 FTE – Reduction of 4 positions
- Superintendent's Funding Request for 2012 – 2013:
 - 5.5 FTE - \$533,045
 - 0.5 FTE funded by Title I
 - Budget to support Lead Coaches - \$40,000
 - Total cost of Lead Coaches in proposed funding request: \$573,045