

Social, Emotional, Behavioral (SEB) SLT Coach Recruitment and Selection Guidance

SEB SLT Coach Description

The School Leadership Team Coach supports a School Leadership Team (SLT) with the implementation of Tier 1 SEB Supports in the classroom and non-classroom settings. The coach leads and facilitates SLT meetings and helps coordinate this team's work with other school and district teams. This person works to develop the skills and processes necessary within the school to implement evidence-based practices that promote the well-being and SEB skills of adults and students.

Qualifications and Skills

- Proficient systems coaching skills (co-facilitation, prompting the use of processes, providing feedback, listening to understand others, elevating challenges (barriers) to the principal)
- Expertise in the use of collecting, analyzing, and acting upon data related to behavior outcomes
- Experiences leading or participating on collaborative teams
- Thorough knowledge of current research on best practices for social, emotional, and behavioral support
- Skills and experience with observational assessment tools
- Meeting facilitation skills (e.g., preparing agendas, sending reminders, assigning tasks, providing updates)
- Effective communication skills
- Willingness to engage in continued professional learning

Responsibilities

- Receiving ongoing coaching from the coach coordinator to deepen knowledge, skills, and abilities necessary for the role
- Fully participating in monthly coaching meetings, coach orientations, and coaching support sessions
- Facilitating team meetings and/or specific agenda topics with the goal of developing the SLT's collective capacity to fulfill those functions
- Regular communication with the school administrator prior to and following team meetings

- Regular communication with the Classroom SEB Coach to ensure classroom practices are aligned being supported at the school-wide level
- Actively participating as a member of the SLT
- Supporting staff buy-in, involvement, and sustainability of Tier 1 SEB Supports
- Prompting and supporting the SLT to monitor the activities within the Tier 1 SEB Implementation Plan in preparation of kickoff
- Developing a coaching service delivery plan for each school the coach supports aligned to the school's data
- Providing assistance with installing the structures and tools necessary to implement MTSS components with fidelity and sustainability through modeling, consultation, and feedback
- Developing the SLT's fluency around resources, assessment tools, and data use
- Enhancing the SLT's skills and assisting them in adapting the MTSS components to fit the culture and context of school/district.

Estimated Time Allocation

- The time commitment for an SLT Coach is greater during installation when more professional learning is needed to develop the team's knowledge and skills
- The estimated monthly time commitment is 6-12 hours during installation:
 - 1 hour – meeting with the principal
 - 1 hour – meeting with Classroom SEB Coach (could be combined with principal meeting)
 - 1 hour – prepping SLT meeting agenda
 - 1 hour - attending SLT meeting
 - 1-2 hours - data collection and use
 - 1-4 hours – Professional Learning

Michigan's MTSS Technical Assistance Center is funded by the Michigan Department of Education and the U.S. Department of Education, Office of Special Education Programs.