



Literacy and Numeracy Coaches

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Literacy and Numeracy coaches have been appointed to some Literacy and Numeracy National Partnership schools.

The positions are classified as Stream 2/HOC/1. These positions are funded through the Literacy and Numeracy Partnership. Currently these positions are temporary and are in selected National Partnership schools.

What is the role of Literacy and Numeracy Coach?

A Literacy and/or Numeracy Coach will be:

- leading and coordinating coaching of classroom teachers in literacy and/or numeracy;
- leading/coordinating the implementation and review of school literacy and/or numeracy programs;
- assuming a lead role within the school leadership team with the development and implementation of strategies relating to literacy or numeracy targets relevant to each school location;
- building leadership capacity by providing teachers with professional development;
- supporting staff in the analysis of and response to systemic and student data; and
- building professional capacity by promoting evidence based communities of practice.

The relationship of a coach to the school/teacher is based around five key ideas that have been provided to coaches in their training:

1. *Build rapport and develop relationships:* understand adult learners by acknowledging strengths, appreciating differences, consulting and collaborating;
2. *Facilitate conversations:* be a deep thinker by challenging thinking, posing questions, planning, targeting strategies and being driven by data;
3. *Model explicit teaching:* model, co-teach, observe by being connected to teachers work

and matching it to their needs, improving practice and utilizing effective pedagogy and curriculum knowledge;

4. *Support reflective practice:* give constructive and reciprocal feedback, identify the next steps/goals, and encourage use of evidence-based practice and journaling; and
5. *Share success:* celebrate wins as partners and as a school team.

Principals make determinations about where the Literacy/Numeracy coach's time will be allocated in the school depending on the data that is being analysed.

The Literacy and/or Numeracy coach reports directly to their base school Principal about the work they are doing.

Literacy and Numeracy coaches have been appointed after a merit based selection process, where applicants responded to five (5) selection criteria.

Negotiations around the replacement Certified Agreement resulted in the following matters pertaining to Literacy and Numeracy Coaches being decided. Literacy and Numeracy Coaches:

- are to be appointed at classification level Stream 2, Level 1, Step 1;
- have access to summer vacation and progression entitlements as if permanently appointed to a promotional position; and
- the initial tenure of the Literacy and Numeracy Coach positions will end at the commencement of the 2011 school year.

Accordingly, the QTU expects that Literacy and Numeracy Coaches will be paid at their Stream 2 classification level for the duration of summer vacation periods in both 2009/2010 and 2010/2011 prior to the end of their initial tenure at the commencement of the 2011 school year.

QTU Position

The appointment of Literacy and Numeracy coaches go some way to improving the

discrepancies in schools concerning needs based resourcing specifically around support for students with literacy and numeracy difficulties.

A Literacy and Numeracy coach is not evaluating or marking a teacher's teaching practice, but is modeling good practice and providing constructive coaching and guidance to classroom teachers in classrooms and at a school level.

A Literacy and Numeracy coach is not part of the Managing Unsatisfactory Performance Process.

Further References

Literacy and Numeracy Coaches Fact sheet

<http://education.qld.gov.au/nationalpartnerships/pdf/factsheet-literacy-and-numeracy-coaches.pdf>

Literacy and Numeracy National Partnership Fact sheet

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