

Single Subject

Qualifications and Role Expectations for SINGLE SUBJECT University Coach (Supervisor)

The University Coach (Supervisor) is a faculty member of the Kremen School of Education and Human Development. She or he is assigned Teacher Credential Candidates by the Program Coordinator (or designee). The University Coach (Supervisor) has access to office space in the Education Building but is generally visiting or meeting with student teachers at their assigned school clinical practice or field placement site. Serving as a liaison between the University and the cooperating schools, she or he provides the schools with information about the Teacher Credential Candidates and the Single Subject program. In turn, she or he communicates the cooperating schools' suggestions and their needs to the University for the improvement of the Single Subject Teacher Education Program.

University Coaches (Supervisor) are Individuals who are credentialed in educator preparation, experts in the content area (**Ag, Art, English, Industrial Technology, Math, Music, Physical Education, Science, Social Science, Foreign Language (Spanish and French)**) of the candidate being supervised, and have professional/teaching experiences in public school settings. They have training in effective supervision approaches; good communication skills; ability to articulate the University's philosophy of teacher education; and knowledge of current content-specific pedagogy and instructional practices. They receive on-going training and are knowledgeable about the program assessments including in the [Teacher Performance Expectations \(TPE's\)](#) and/or Teacher Performance Assessment (TPA's).

University Coaches (Supervisors) are responsible for holistically supporting the Teacher Credential Candidate's development. Coaching involves providing differentiated holistic supports to ensure each credential candidate's success. Becoming a teacher requires identity shifts, personal sacrifices, and is often a transformational experience. University Coaches (Supervisors) are credential candidate advocates, mentors, and allies. As such, coaches (supervisors) focus on developing their candidates in a supportive and nurturing manner with a growth mindset. This is accomplished by checking-in with the credential candidate on a weekly basis (may include face-to-face, email, phone, and/or virtual), providing a minimum of six formal coaching sessions with the aligned formative feedback (scripted notes or a rubric), and ensures regular availability to the teacher credential candidate. University Coaches (Supervisors) are prepared to provide comprehensive support beyond feedback. These may include advocating for the credential candidate, provides resources for wellness and basic needs, and sometimes an ear or a shoulder. University Coaches (Supervisors) have experience as a teacher, site-based administrator, and/or a teacher educator. The University Coach (Supervisor) is a direct link between clinical practice (student teaching/ field placement) and program coursework.

State of California Requirements

The California Commission on Teacher Credentialing (CTC) requires all University Coaches (Supervisors) be credentialed and have equivalent experience in educator preparation; be an expert in the content area (**Ag, Art, English, Industrial Technology, Math, Music, Physical Education, Science, Social Science, Foreign Language (Spanish and French)**) of the teacher credential candidate being supervised; have recent professional experiences in school settings where the curriculum aligns with California's adopted content area standards, frameworks, and reflects the diversity of California's student population; and maintain current knowledge of effective supervision approaches such as cognitive coaching, adult learning theory, and current content-specific pedagogy and instructional practices.

Note: ALL Single Subject University Coaches (Supervisors) must have a minimum of master's degree in addition to the requirements listed above. With the exception of tenure/tenure-track faculty, all University Coaches (supervisors) are classified as temporary faculty by the university.

Role Expectations of University Coaches

1. Meets with Mentor Teachers for an orientation to go over course requirements, discusses expectations, roles, and co-teaching during the first two weeks of the semester or after student teaching begins. Note: Orientation can occur as a "triad" meeting; a triad meeting involves the Teacher Candidate, Mentor Teacher and University Coach (Supervisor).
2. Makes regular visits to the school site for the purpose of meeting with Teacher Candidates, Mentor Teachers, Administrators/designee, or visiting/observing Teacher Candidates. Visits include holding small group, individual, or virtual discussions to review pertinent information. University Coaches may enhance communication and contacts with teacher candidates (via phone, webinar, online community, etc.).
3. Completes (in TK20) a minimum of six formal lesson observations using scripted field notes or an observation rubric based on the California Teacher Performance Expectations (TPEs) to provide formative, action-oriented feedback. Lesson observations may be face-to-face or synchronous/asynchronous video observation. Have a debriefing meeting with the candidate after each observation.
4. Is available and maintains communication with the Teacher Candidate and Mentor Teacher throughout the entire semester (as established by the University Calendar) to ensure that the candidate is progressing; provide feedback on growth areas.
5. Reviews lesson plans and reflections, and provides continuous feedback to the Teacher Candidate throughout the semester.

6. Uses his or her experience and knowledge to assist (consult, collaborate) the Teacher Candidate in understanding and applying current teaching methods, related materials and resources.
7. Uses effective questioning and coaching strategies to help the Teacher Candidate become skillful in continuous self-assessment, self-reflection, and goal setting.
8. Discuss and document “areas for improvement” at the first sign of need. Monitor progress and contact the Program Coordinator if the “areas for improvement” does not yield expected growth. Review the [Credential Candidate or Concerns](#) section of the Single Subject Program Handbook to determine if a “Statement of Concern” is warranted.
9. Support Candidates in basic needs, emotional, and mental health areas (if you are concerned about a Candidate’s well-being, please notify the Program Coordinator). Become familiar with resources available at the Fresno State Student Health and Counseling Center: <https://www.fresnostate.edu/studentaffairs/health/index.html>
10. Evaluates the Teacher Candidate’s Site Visitation Project, submits the scores on TK20, and schedules time to debrief the results with the Teacher Candidate (EHD 155A only). This may be counted as one of the six formal lesson observations. Provide remediation if necessary.
11. Evaluates the Teacher Candidate’s Teaching Sample Project and schedules time to debrief results with the Teacher Candidate (EHD 155B only). Provide remediation if necessary.
12. Formally evaluates (Mid-Semester and Final-Semester Evaluation) the Teacher Candidate during a “triad” meeting at least twice per semester. A triad meeting involves the Teacher Candidate, Mentor Teacher and University Coach (Supervisor).
13. Assists the Teacher Candidate with meeting the Teaching Performance Expectations (TPE’s) and assigns a CR/NC grade through PeopleSoft/MyFresnoState.
14. Attends all mandatory program events, meetings, training, and obtains reliability as a rater; participates in FAST training, calibration, and scoring.
15. Interacts with Teacher Credential Candidates and Mentor Teachers with respect at all times.
16. Submits all proper documentation digitally through TK20 (<https://fresnostate.tk20.com/>).

Evaluation

All University Coaches (Supervisors) will be evaluated by their Teacher Credential Candidate(s) at the end of the semester. Evaluation results will be placed in one's Faculty Personnel Action File (PAF).