**REQUIRED QUALIFICATIONS AND DESIRED KNOWLEDGE, SKILLS AND ATTRIBUTES**

The Florida Department of Education is seeking literacy professionals interested in becoming a State Regional Literacy Director to engage cross-divisional experts (Reading, ESE, ELL, School Improvement, etc.) to support and reinforce the professional development and evidence-based literacy coaching models being deployed statewide. State Regional Literacy Directors will report directly to the Just Read, Florida! Office at the Florida Department of Education (FDOE), and will work in an identified region in the state to provide targeted services and supports to schools and districts with the largest reading achievement gaps, emphasizing services and supports for Prekindergarten through grade 3 classrooms.

**State Regional Literacy Director Required Qualifications:**

* Master’s Degree in reading/literacy or reading endorsement/certification
* Certification in Elementary Education, English 5-9, or English 6-12
* Minimum of 5 years teaching experience with documented success of teaching reading
* Successful experience designing professional development specific to literacy instruction
* Documented successful experience facilitating adult learning and delivering professional development for literacy instruction
* Experience mentoring, coaching, and providing oral and written feedback about instruction to classroom teachers
* Experience leading others in a collaborative process
* Experience analyzing and using student achievement data for instructional purposes

**State Regional Literacy Director Desired Knowledge, Skills, and Attributes:**

* ***Knowledge: A thorough understanding of the following is vital:***
  + Reading processes, acquisition, assessment, and instruction
  + Systematic, explicit instruction in phonological awareness, phonics, fluency, vocabulary and comprehension
  + Instructional coaching approaches and strategies for teaching adult learners
  + Scientific reading research and evidence-based practices for effective classroom instruction, assessment, and intervention
  + Florida’s B.E.S.T. Standards for English Language Arts
  + Florida’s Multi-Tiered System of Support/Response to Intervention
  + Data analysis and application
* ***Skills: The following expertise is crucial:***
  + Systematic, explicit, instructional delivery that engages adult learners
  + Ability to effectively prioritize, schedule, manage, and organize multiple daily tasks to achieve goals
  + Ability to administer and interpret reading assessments and use data to determine professional development needs, and recommend changes to improve school-wide and/or classroom instructional practices
  + Ability to rapidly acquire and apply new skills and information
  + Strong observation skills and the ability to provide effective instructional feedback
  + Ability to identify problems and develop appropriate solutions
  + Use of effective written and oral communication skills, including the ability to engage in difficult and candid conversations with a variety of stakeholders
* ***Attributes: The following personal qualities are essential:***
  + Sense of urgency for literacy achievement
  + Motivating others to perform at high standards
  + High degree of professionalism to ensure and protect the confidentiality of educators and students
  + Strong work ethic, self-directed and reliable, and the ability to work both independently and collaboratively
  + High quality interpersonal skills and the ability to relate to and interact with adults exhibiting a range of abilities and dispositions
  + Persistent in spite of obstacles
  + Ability to orchestrate change/Maintain a growth mindset
  + Valuing lifelong learning
  + Belief that all students can learn to read and that coaching can make a difference
  + Desire to grow professionally