Belton Independent School District
Job Description

Job Title:	Teacher/Coach	**FLSA Status:**	Exempt, 187 days
Reports to:	Principal and/or Assistant Principal Athletic Director or Designee	**Pay Grade:**	Teacher Pay Scale Coaching Stipend
Dept./School:	Campus Assigned	**Date Revised:**	10/27/2026

Primary Purpose:

Provide students with appropriate learning activities and experiences in the core academic subject area assigned to help them fulfill their potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills to function successfully in society.

Provide instruction and coach students to develop skills and ability to excel in assigned sport(s). Contribute to education program as a whole and to growth of students involved in athletics.

Qualifications:

Education/Certification:
Bachelor's degree from accredited university
Valid Texas teaching certificate with required endorsements or training for subject/level assigned
Valid Texas English as a Second Language certification (ELAR teachers)
Demonstrated competency in the core academic subject area assigned
Valid Texas Class "B" CDL driver's license with Passenger (P) and School Bus (S) endorsements
Driving record must both meet the State's point requirements and the District's standard for driving
Must pass the DOT/District's Physical Examination yearly

Special Knowledge/Skills:
Knowledge of core academic subject assigned
Knowledge of curriculum and instruction
Ability to instruct students and manage their behavior
Strong organizational, communication, and interpersonal skills
Knowledge of coaching techniques and procedures
Knowledge of University Interscholastic League (UIL) rules
Ability to instruct and supervise student athletes

Experience:
Completion of student teaching or approved internship
Three (3) years experience as coach or participant in sport assigned (preferred)

Major Responsibilities and Duties:

Instructional Strategies

1. Develop and implement lesson plans that fulfill the requirements of district's curriculum program and show written evidence of preparation as required. Prepare lessons that reflect accommodations for differences in individual student differences.

2. Plan and use appropriate instructional and learning strategies, activities, materials, equipment, and technology that reflect understanding of the learning styles and needs of students assigned and present subject matter according to guidelines established by Texas Education Agency, board policies, and administrative regulations.

3. Work cooperatively with special education teachers to modify curricula as needed for special education students according to guidelines established in Individual Education Plans (IEP).

4. Work with other members of staff to determine instructional goals, objectives, and methods according to district requirements.

5. Plan and assign work to instructional aide(s) and volunteer(s) and oversee completion.

Student Growth and Development

6. Conduct ongoing assessment of student achievement through formal and informal testing.

7. Assume responsibility for extracurricular activities as assigned. Sponsor outside activities approved by the campus principal.

8. Be a positive role model for students; support mission of school district.

Classroom Management and Organization

9. Create classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.

10. Manage student behavior in accordance with Student Code of Conduct and student handbook.

11. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

12. Assist in selecting books, equipment, and other instructional materials.

13. Compile, maintain, and file all reports, records, and other documents required.

Communication

14. Establish and maintain a professional relationship and open communication with parents, students, colleagues, and community members.

Professional Growth and Development

15. Participate in staff development activities to improve job-related skills. Keep current in subject matter knowledge and learning theory and share this knowledge for the continual improvement of the school's curriculum

16. Comply with state, district, and school regulations and policies for classroom teachers. Maintain regular, on-time attendance.

17. Attend and participate in faculty meetings and serve on staff committees as required.

Additional Responsibilities Specific to Coaching

18. Manage and supervise athletic activities, contests, and practice sessions to promote individual growth in athletic skills, teamwork, and good sportsmanship.

19. Establish performance criteria for competition and evaluate students' athletic abilities initially and on a regular basis. Model performance criteria and physical movements required for successful student performance of sport.

20. Take all necessary precautions to protect student athletes, equipment, materials, and facilities.

21. Work with athletic director to schedule competitions and plan season activities including practices, special events, and tournaments.

22. Coordinate with transportation department for travel arrangements to out-of-town events.

23. Ensure compliance with all UIL rules.

24. Monitor and enforce student eligibility criteria for extracurricular participation.

25. Accompany and supervise student athletes during athletic competitions in assigned sports both at-home and on out-of-town trips.

26. Instruct and advise students on NCAA regulations with regard to academic requirements for scholarships and recruiting practices.

27. Apply and enforce student discipline during athletic contests, practice sessions, and while on trips off school property in accordance with Student Code of Conduct and student handbook.

28. Encourage, by example and through instruction, sportsmanlike conduct in all phases of athletic participation.

29. Oversee process of cleaning, repairing, and storing all campus athletic equipment and maintain a current inventory of all equipment and fixed assets within program.

Supervisory Responsibilities:

Direct the work of assigned instructional aide(s). Supervise student athletes in all aspects related to their athletic participation.

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Personal computer and peripherals; standard instructional equipment

Posture: Prolonged standing; frequent kneeling/squatting, bending/stooping, pushing/pulling, and twisting

Motion: Frequent walking

Lifting: Regular light lifting and carrying (less than 15 pounds); may lift and move text books and classroom equipment

Environment: Work inside, work outside (exposure to sun, heat, cold, and inclement weather) and inside; frequent exposure to noise; frequent districtwide and statewide travel; frequent prolonged and irregular hours; *moderate exposure to vehicle fumes and work around moving vehicles*

Mental Demands: Maintain emotional control under stress; work prolonged or irregular hours

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This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Revised: October 2026
Prepared By: Belton ISD Human Resources Department