



Early Achievers Coach

Purpose: The Early Achievers (EA) Coach directly impacts the quality of child care facilities in King County utilizing the statewide Quality Rating and Improvement System (Early Achievers). The Coach role entails providing on-site and distance practice-based coaching to center and home based licensed child care programs serving children ages 0-5, located in King and/or Pierce Counties. Coaches work in partnership with child care center teachers, administrators and/or family child care providers to develop quality improvement goals, model and support best practices in early childhood education and management practices, and support professional development goals. This position will work with providers who are at all levels of the rating process from beginning, to initial rating, and renewal.

Nature & Scope: The EA Coach is a member of the Provider Services team and reports to an assigned Coach Lead Supervisor.

Responsibilities:

- Assist licensed center and family child care providers to enter into, and progress through, the WA State Early Achievers Quality Rating Improvement System.
- Facilitate large and small group sessions on topics related to the Early Achievers quality standards and program assessment tools used in the rating process
- Utilize formal and informal data in partnership with provider to establish and monitor quality improvement goals.
- Provide assistance to child care providers to build and strengthen skills in early learning best practices, use of technology, navigating the state professional development system, carrying out quality related self-assessments, and meeting quality improvement goals.
- Provide anti-racist, culturally relevant and inclusive assistance in person to licensed child care facilities throughout King and Pierce, as well as by phone, email, and Coaching Companion.
- Manage a caseload of clients (directors, teachers, and/or family child care providers to develop, implement and evaluate quality improvement plans and goals.
- Utilize third party conducted program assessment data to identify program strengths and areas for improvement.
- Model professionalism and best practices at all times.

- Provide documentation of all coaching activities through web based computer software programs.
- Submit complete and accurate documentation in a regular and timely manner.
- Participate in regular program and agency meetings.
- Participate in training and other professional development activities required by CCR.

Education/ Experience: Minimum requirements include a Bachelor of Arts degree in Early Childhood Education or a related field and 5 years of related work experience; or a Masters of Arts degree in Early Childhood Education and 3 years of related job experience.

Knowledge, Skills, and Abilities

- CLASS reliable or able to become reliable within first 6 months.
- Demonstrated expertise in effective coaching, mentoring and/or other consultative practices that supports adult learners.
- Ability to work independently and self-motivate; majority of time is field work.
- Ability to analyze and interpret data.
- Ability to understand, and experience with, Quality Improvement and Adult Learning theories and practices.
- Knowledge of ECE Curricula and Assessments, including Classroom Assessment Scoring System (CLASS) and Environmental Rating Scales (ERS) tools.
- Three to Five years of classroom/Family Child Care experience.
- Demonstrated commitment to racial equity, cultural relevancy, and inclusion.
- Excellent written and verbal communication skills.
- Excellent listening skills and ability to provide leadership, innovation, motivation and constructive feedback to Early Learning professionals.
- Proven ability to work in a team environment.
- Ability to maintain timely documentation/data entry into electronic data system.
- Proven ability to consistently meet monthly targets and goals.
- Ability to work occasional night and weekend hours within the work week.
- Knowledge of computer software, especially Microsoft Word, Excel, and Outlook
- Washington State Driver's License, automobile insurance, and daily access to a reliable automobile.

Preferred Qualifications Include

- Candidates who are bilingual in English and Spanish or Somali languages.
- Course work and/or formal training in culturally appropriate anti-bias practice and theory, along with a commitment towards continued professional development in this area.
- Ability to facilitate reflective practice sessions with early learning professionals
- Practical experience and master level expertise in at least two or more of the following content areas: Infant Development, Toddler Development, Preschool

Development, Bilingual/Bicultural Education, evidence-based classroom curriculum, Accreditation (NAEYC, NAC, NAFCC, etc.), Social-Emotional Development, and Child Care Center Administration & Management.

- Experience utilizing and supporting the use of research based quality assessments to guide the development of a quality improvement plan.
- Knowledge of child care licensing and the regulatory environment surrounding Family and Center based child care.

Salary Range: \$47,302 - \$59,128

Salary depends on ability to meet or exceed the above desired employment criteria.

Generous medical, dental and vacation benefits provided. Open until filled.

To apply, please email your resume and cover letter detailing how your experience and interest is a match for this specific position to: hr@childcare.org

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