



## Instructional Coach

One of the nation's most effective early childhood schools, [Educare](#) works to eliminate the opportunity gap for young children living in poverty. In our comprehensive play-based program, children gain the skills necessary for success in school and in life. As a recipient of the Early Head Start-Child Care Partnership (EHS-CCP) grant, [Educare DC](#) has the opportunity to share our best practices with child care providers in D.C.'s Wards 7 and 8 to serve an additional 144 infants, toddlers, and their families.

As an Instructional Coach for the Child Care Partnership (CCP) with Educare DC, you will provide respectful program design and leadership to CCP partner staff and provide them the tools to successfully bridge the learning gap for infants and toddlers. Under the direction of the EHS partnership director, you will plan, implement, and monitor effective EHS performance standards and evidence-based instructional practices. Your ability to lead, mentor, and instruct child care partners will improve outcomes for infants and toddlers and will engage parents in their child's developmental trajectory and school readiness. Your success will also be seen in exemplary early learning classroom quality and positive teacher-child interactions. You will grow professionally as part of a team of coaches and other dedicated early childhood educators.

## Organization Overview

At Educare, we believe everyone deserves a fair chance to achieve their dreams and it starts by leveling the playing field from the day one is born. Our approach extends beyond the classroom to help children, families, and communities thrive. Educare, DC is part of an Educare network that includes 23 schools, providing a high-quality, research-based early childhood education program for children and families. We combine high-quality instruction, intensive family engagement, and embedded teacher training to serve children and families. Our program provides high-quality full-day, full-year early care and education to children who receive a child care subsidy and are eligible for Early Head Start. Additionally, we leverage our experience to provide training for other programs and to serve as advocates for children and families across the D.C. region.

This federal grant will allow Educare's child care partners to increase the quality of their early education programs and to add new services including health, oral health, nutrition, mental health, and support for children with special needs. The grant also funds family engagement services designed to help low-income families build positive relationships and access comprehensive services. It is our goal to support the parents' journey as their children's first teacher and to encourage them to be engaged community leaders and advocates.

## Major Responsibilities & Key Tasks

Lead the design, implementation, and coordination of intensive staff development to build and enhance the core competencies of the CCP education staff, specifically:

- Reflective practice – provide classroom teachers with a predictable schedule of reflective supervision to support, develop, and evaluate their performance through a process of



inquiry that encourages their understanding and articulation of the rationale for their own practices.

- Coaching – implement a predictable schedule of coaching to support the implementation of Head Start Program Performance Standards (HSPPS) and evidence-based instructional practices through a cyclical process of observation, reflection, and action.
- Collaborative planning – coordinate a predictable schedule to collaborate and participate in lesson planning meetings with teachers. Model how to incorporate data, Teaching Strategies Gold Standards/DC Early Common Core Standards, and individualization to best support students.
- Reflective practice groups/communities of practice/professional learning communities – facilitate or coordinate reflective practice groups comprised of partner staff sharing the same or similar education roles to improve professional practice through shared inquiry, reflection, and learning.

#### Key deliverables

Coordinate with the EHS-CCP site directors to lead the education program for children ages birth to three, including implementation of the HSPPS and evidence-based practices.

- Collaborate with site directors, other instructional coaches, family engagement staff, and EHS-CCP director to evaluate the need of each site and devise an overall training strategy.
- Implement a high-quality curriculum, including standards, expectations, formative assessment, instructional planning, and alignment across classrooms.
- Implement a responsive, intentional, and developmentally appropriate curriculum and instruction to ensure children are provided with socially supportive, organized, and instructionally meaningful interactions that support their development (i.e., social/emotional, physical, cognitive, and language), learning (i.e., literacy, math, science, and arts), and school readiness goals.
- Use child screening, assessment, and progress data to inform lesson planning, individualization, and the intensification of instruction in the areas of oral language, literacy, social-emotional and self-regulation development and skills, numeracy, and problem-solving skills.
- Monitor and review the professional development plans and progress of EHS-CCP teaching staff with site directors.
- Assess training needed, in coordination with the EHS-CCP director.
- Offer technical assistance on various quality measures.
- Provide reports on weekly visits to child care providers to EHS-CCP director.
- Coach, monitor, and/or correct to ensure each program is compliant with all relevant Head Start Program Performance Standards.



### Other

- Support the overall goals of Educare DC's EHS-CCP partnership.
- Participate in the development of program policies and service delivery plans.
- Ensure all assigned program area reports are completed and submitted on a timely basis.
- Ensure all confidential information is protected.
- Attend all required meetings and training.
- Other duties as assigned.

### **Qualifications**

- Bachelor's degree in child development (CD), early childhood education (ECE), or a related field. Certification in infant toddler studies or similar credential considered a plus.
- At least five years of early childhood classroom experience, including 2-3 years of infant/toddler classroom experience.
- At least one year of coaching experience preferred (e.g., mentor or supervising teacher, age-group chair, peer coach).
- Knowledge of and ability to implement early childhood curriculum and developmentally appropriate practice for children and families ages birth to three.
- Commitment to remain abreast of developments in the child development field.
- Demonstrated leadership abilities and the ability to utilize reflective practice.
- Knowledge of and ability to assess, analyze, and interpret Early Head Start Standards, state and local licensing requirements, and the organization's philosophy.
- Prior experience working in a program located in a high-risk, low-income community.
- Intermediate knowledge of computer applications and the ability to learn and master computer technology/software programs as needed.
- Strong understanding of Head Start Program Performance Standards (HSPPS), licensing, Early Head Start curriculum, and OSSE requirements.
- Clearance of background checks as required by local, state, and federal regulations.
- Physical examination and diagnostic tests as required by local, state and federal regulations.
- A bi-annual physical exam, drug screen, and TB test are required as a condition of continual employment.
- Ability to thrive in a mobile work environment, managing across more than one location.
- Must have reliable transportation.



## Attributes

- Collaborative. You exercise a thoughtful, reflective, and strength-based approach to coaching.
- Cooperative. You work as a cooperative and supportive member of an interdisciplinary team.
- Relationship building. You listen, communicate, and build relationships with diverse families, various professionals, and community groups.
- Able to engage in difficult conversations with a growth mindset. You understand that difficult conversations are necessary for true reflection and growth. You know how to combine the power of relationships with data and supports to work through obstacles and help others to grow.
- Resilient. You maintain a respectful, welcoming, and positive attitude and respond to challenges in a manner that consistently demonstrates respect and concern.
- Great listener. You take the time to learn what is valuable and important to others. You confidently engage with staff at all levels to define needs and expectations.
- Confidential. You exercise discretion in handling confidential information and materials.

## What's Attractive to the Right Candidate?

- We use the same evidence-based practices for our staff development as we use with our students. Just as you will be coaching others, you'll have the opportunity to learn and be coached by others, joining a network of research-based educators.
- You will have the data you need to know you're making a difference and your work will elevate the work of the entire organization you support.
- You will be supported by recognized experts in their field and you'll have the resources you need to provide the level of service every student needs to succeed.
- Our staff is passionate about the work we do and the people we serve.
- Every day brings a new challenge and opportunity.
- As part of this exciting new grant, you will help us build the program and influence the lives of 144 children and their families.
- We have a strong, dependable, passionate, and welcoming staff and we work together to accomplish our mission.
- We offer a competitive salary and benefits package which includes medical, dental, and vision insurance; long-term and short-term disability; 403b with company match; fixed leave during school closings plus personal days, holidays, and more.



### To Apply

Simply email your resume to Ellen Greenwood at [resumes@staffingadvisors.com](mailto:resumes@staffingadvisors.com) with "**Educare – CCP Instructional Coach #2019-2467 CW**" as the subject of the email. Please include your resume as a Word or PDF attachment to the email and paste your cover letter in the body of your email.

Staffing Advisors has been engaged to find the right candidate and is committed to helping create a diverse work environment for our client. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other basis protected by law. This position may require pre-employment screening potentially including a criminal background check, verification of academic credentials, licenses, certifications, and/or verification of work history.