



For purposes of implementing the Pyramid Model

Nebraska **Early Childhood Pyramid External Coach Job Description**

Coaching Definition:

Coaching is an interactive process based on a collaborative relationship. It is intentionally designed to promote sustainable growth in attitudes, skills and knowledge to effectively implement best practices for the optimal development of young children and their families. Through observation, discussion, and reflection the coach promotes the other person's ability to grow toward identified goals. EC Pyramid coaches will work in their districts/programs with administrators, teachers, staff, family members and caregivers to support the implementation of Pyramid model practices in early education, group care and/or home settings.

Guiding Principles:

The External Pyramid coach will have an understanding and the ability to put into practice, and advocate for, the following guiding principles in their work. The use of:

- ❖ Maintaining confidentiality
- ❖ Culturally and linguistically competent, family-centered practice
- ❖ Natural and inclusive learning environments
- ❖ Learner-focused approach
- ❖ Everyday routines and activities
- ❖ Collaborative goal setting
- ❖ Systems perspective with recognition that change occurs over time and coaches facilitate and participate in change

Job Functions:

- Recognize the unique abilities of individuals and assist others in valuing everyone's contributions.
- Encourage, support, motivate and work interactively with teachers/caregivers to develop and implement ongoing goals.
- Provide support in the use of appropriate practices to promote child development and learning across developmental domains.
- Assist teachers/caregivers to structure developmentally appropriate environments, routines and interactions that contribute to positive outcomes for children and families.
- Focus on specific tasks, skills or techniques which can be mastered and measured.
- Ability to travel to appointments, meetings, and training sessions which may require an overnight stay.

Job Responsibilities:

Effective coaches must be able to build relationships with staff based on mutual respect; demonstrate effective communication skills; practice conflict resolution, maintain an on-going commitment to learning; possess good observation skills and model best practices for working with young children.

- Become trained and reliable in the Teaching Pyramid Observation Tool (TPOT) in order to track and complete the evaluation plan.
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- Gather and track data in accordance with an identified evaluation plan and coordinate with the project evaluator.
- Facilitate a process to help develop individual coaching plans to improve environments, teaching practices and the overall program.
- Attend regularly scheduled meetings with other coaches, community partners, professional development and technical assistance staff
- Facilitate a process to help teachers/caregivers develop individual coaching plans to improve environments, teaching practices and overall program.
- Offer staff training, resources, strategies and support in accordance with individual coaching plans.
- Maintain ongoing contact to offer support and guidance.
- Identify resources and supports in accordance with individual coaching plans.
- Facilitate leadership team meetings using Benchmarks of Quality.
- Willingness to travel throughout a region of Nebraska.
- Perform other duties as assigned.

Qualifications:

Minimum:

- Successfully pass required background checks.
- Education: Bachelor's degree in Early Childhood Education, Family & Consumer Science, Psychology, Social Work, Sociology, or a related field.
- Experience: A minimum of 2 years working with young children.
- Knowledge and expertise regarding developmentally appropriate practices.
- Excellent oral, written communication skills, interpersonal skills, and organizational skills. Ability to communicate using technology, develop reports and track data.
- Ability to travel to appointments, meetings and training sessions which may require an overnight stay.

Preferred Skills:

- Successful completion of NDE Early Childhood Coach training and Pyramid Coach training *
- Experience implementing the Pyramid Model in early care and education settings.
- At least 2 years' experience working with young children in group settings.
- Experience using program quality rating scales.
- Experience and/or education in adult learning.
- Coaching experience.

* Will be provided prior to Pyramid coaching