



NEBRASKA EARLY CHILDHOOD PYRAMID COACH | JOB DESCRIPTION

Coaching Definition:

“Coaching is a learning process based on a collaborative relationship that is intentionally designed to promote sustainable growth in the necessary attitudes, skills, and knowledge of the coachee to effectively implement the best practices for the development of young children and their families.”

—*The Nebraska Early Childhood Coaching Guidebook: Competencies for Professional Practice;*
Nebraska Coach Development Network

Guiding Principles:

The Pyramid coach must be able to understand, put into practice, and advocate for various guiding principles in their work, including but not limited to:

- Building relationships based on mutual respect;
- Maintaining confidentiality;
- Modeling culturally-responsive interactions;
- Demonstrating effective communication skills;
- Practicing conflict resolution;
- Maintaining an on-going commitment to learning;
- Possessing good observation skills;
- Modeling best practices for working with young children;
- Recognizing and understanding systemic inequities and disparities; and
- Using responsive, trauma-informed strategies/practices that build resilience.

Job Responsibilities:

- Effectively implement the components of the coaching cycle:
 - o Establish the Context
 - o Reflection
 - o Feedback
 - o Observation
 - o Joint Planning
 - o Action/Practice
- Ongoing communication with stakeholders, families, community members, administrators, teachers, caregivers, and other staff;
- Gather, track, and interpret data to determine the progress and needs of programs, classrooms, and family child care sites in accordance with an identified evaluation plan, and coordinate with the project evaluator, if applicable;
- Collaboratively facilitate a process to support administrators, teachers, caregivers, or other staff in the development of individual coaching plans that work to successfully implement Pyramid Model Practices;
- Offer staff training, resources, strategies and support in accordance with individual coaching plans;
- Maintain ongoing contact with staff to offer support and guidance; and
- Perform other duties as assigned.

Qualifications:

Minimum:

- Experience: a minimum of 3 years working with young children and/or families, or a Bachelor's degree in Early Childhood Education, Family & Consumer Science, Psychology, Social Work, Sociology, or a related field
- Ability to use technology
- Knowledge and expertise regarding developmentally appropriate practices.
- Successfully pass required background checks
- Maintain confidentiality/boundaries related to children, families, staff, and programs.
- Maintain a commitment to ongoing professional development.
- Have excellent oral and written communication skills, interpersonal skills, and strong organizational skills.
- Completion of the Nebraska Early Childhood Coach training and the Nebraska Pyramid Coach Training*
**Will be provided prior to Pyramid Coaching*

Preferred:

- Extensive knowledge and experience of Pyramid Model practices and social-emotional development;
- Previous coaching experience;
- Familiarity, experience, or reliability in Pyramid data collection tools, including, but not limited to: the Teaching Pyramid Observation Tool (TPOT), the Teaching Pyramid Infant-Toddler Observational Scale (TPITOS), Benchmarks of Quality (BOQ), and Prevent, Teach, Reinforce – Young Children (PTR-YC);
- Understanding of adult learning principles and collaborative teaming; and
- Completed Nebraska Coach Booster Series trainings on The Nebraska Early Childhood Coaching Guidebook: Competencies for Professional Practice