Position Title: Early Education Coach  
Reports to: Stamford/Norwalk Director  
Position Status: Full-Time - Exempt  
Location: Stamford, CT  
Target Start Date: January 2020

About All Our Kin

All Our Kin is a nationally recognized nonprofit organization that trains, supports, and sustains family child care educators to ensure that children and families have the foundations they need to succeed in school and in life. At All Our Kin, we support family child care educators at every stage of their development – from parents and caregivers to professional educators and business owners – using a strength-based, high-touch approach. Through our programs, family child care providers succeed as early childhood educators and small business owners; parents have access to high-quality, affordable child care, making it possible for them to enter into and remain within the workforce; and infants and toddlers gain the enriching experiences that prepare them to succeed in school and in life. All Our Kin is recognized as a national model, and has been proven through studies to raise the quality, availability, and sustainability of family child care.

All Our Kin first opened its doors in a housing development in New Haven, Connecticut in 1999. Today, we serve over 500 family child care educators with networks representing five Connecticut cities and New York City, in addition to the surrounding communities.

What You Will Do

All Our Kin is seeking a skilled and highly organized early childhood professional to join the Stamford/Norwalk team as the Full-Time Early Education Coach

In particular, you will:

- Coach established family child care educators to improve the quality of their program. This may include goal setting, curriculum planning, modeling, co-teaching, observation, problem solving, sharing resources, reflecting on practice, connecting to the broader Family Child Care Network and other support as needed
- Use creative strategies to recruit Family Child Care educators to participate in all AOK programming, including personal coaching portfolio of educators
- Travel to program sites & educators’ homes regularly. On average 75% of time is spent in the field
- Conduct assessments to gauge quality and areas for growth
- Design and facilitate professional learning opportunities for educators
- Respond to provider inquiries or requests in a timely manner
- Organize & host professional learning, network & community events on weeknights and occasional weekends
- Keep detailed records and data of all interactions with educators in Salesforce database
- Ensure a continuum of support for those entering the child care field in the Stamford and Norwalk network areas, by collaborating closely with all team members
- Mentor educators in the process for National Association of Family Child Care (NAFCC) accreditation and support workshops in this Provider Showcase program
- Collaborate with the Stamford/Norwalk team, community partners and the All Our Kin staff on additional projects and events that support family child care educators, families and children
Who You Are

You hold deep beliefs in and commitments to:
- Making high-quality early care and education available to all children
- Combating systemic racism and injustice

In addition, you:
- Believe in the All Our Kin mission and model
- Love children and understand principles of early childhood development and best practices
- Have hands-on experience in early education, particularly with children from birth-3 years of age
- Have experience mentoring adults, building strong relationships, and an understanding of adult learning
- Value an asset-based approach and growth mindset to change and understand that the process requires patience, sensitivity, flexibility, respect, and commitment; believe in educator capacity for continuous learning
- Value diversity and demonstrate cultural and linguistic competency; have experience working with people from different backgrounds than your own
- Understand and respect the educator’s knowledge about his/her children’s experiences
- Use reflective practice strategies and skills
- Take initiative and are a team player
- Are extremely organized, flexible, and a creative problem solver.
- Are proficient in Excel and Microsoft Word, and have experience with the Google-Suite platform
- Possess excellent interpersonal and communication skills

Preferably, you are
- Bilingual or Multilingual (languages spoken in FCC programs served include English, Spanish or Haitian-Creole)

What You Can Expect

All Our Kin is an innovative, high-impact organization that empowers a growing number of family child care educators, children, and families to succeed. As we scale All Our Kin’s reach, we strive to maintain the collaborative, values-centered environment that is our hallmark, and to continually invest in the backbone of our organization: our talented, mission-driven team.

Some of the benefits we offer to our staff members include, but are not limited to:
- Competitive salary commensurate with experience
- Medical, Dental and Vision Insurance
- Vacation time- Three weeks paid annual vacation as well as federal holidays and a December holiday break (typically December 24 – January 1)
- Retirement Plan- All Our Kin offers a 403(b) plan

All Our Kin is an equal opportunity employer and recognizes that diversity and opportunity are fundamental to children’s lives and to our work. 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, or veteran status.

How to Apply: job.lbcdu@allourkin.recruitee.com