



## All Our Kin NYC Early Childhood Mentor Coach

### About All Our Kin

All Our Kin trains, supports and sustains family child care providers to ensure that children and families have the foundation for success in school and in life. Through our programs, child care professionals succeed as business owners; working parents find stable, high-quality care for their children; and children gain an educational foundation that lays the groundwork for achievement in school and beyond.

All Our Kin first opened its doors in a New Haven housing development in 1999 with two staff members, six mothers, six children, and one core belief: all children deserve access to high-quality early learning opportunities. As Connecticut has explored ways to sustain high-quality child care in a time of great economic hardship, communities and agencies throughout the state have sought to learn from and build on All Our Kin's best practices. In response to this demand, All Our Kin expanded beyond New Haven, and is currently serving providers in Bridgeport, Norwalk, and Stamford as well. Today, we serve over 400 family child care providers; these parents and educators in turn serve over 2,400 children in our community. To learn more about our work, please visit [www.allourkin.org](http://www.allourkin.org).

All Our Kin is embarking on a ground-breaking knowledge dissemination initiative to expand our reach beyond Connecticut by training new communities in our model and best practices around supporting quality in family child care. All Our Kin NYC Early Childhood Mentor Coach will play a key role in executing this initiative.

### Position Description

All Our Kin seeks an experienced early childhood educator, excited to roll up her/his sleeves and partner with organizations (networks) supporting family child care providers in New York City. The Mentor Coach will work directly with up to 12 staff coaches from the participating family child care networks (network coaches are experienced early educators who provide guidance to home-based family child care providers). The Mentor Coach will support network coaches to grow and strengthen their coaching practices with family child care providers, leading to higher quality care and improved outcomes for children. The Mentor Coach will also provide reflective supervision and help to build a strong peer support community among the network coaches. This is a full-time role (40 hours/week).

### Duties & Responsibilities

- Provide initial and ongoing training to network staff in All Our Kin's strength-based, relationship-based model and best practices for working with family child care providers
- Observe and work side-by-side with network coaches in the field during twice monthly onsite visits per network coach, modeling strategies, reflecting and debriefing, and problem solving to raise the quality of providers' programs
- Plan and facilitate monthly reflective supervision and training sessions with network coaches, and share relevant resources on early childhood development and developmentally appropriate practice
- Support network leadership and coaches in setting and achieving goals to improve children's outcomes, personalizing support based on individual needs
- Promote the strengthening of relationships between network staff and family child care providers
- Establish and manage relationships with multiple community-based family child care networks, stakeholders, funders, and family child care providers

- Notice trends and themes in the work, and reflect on strategies that are most effective in working with communities, network staff, and providers, and in disseminating All Our Kin's model and best practices
- Communicate regularly with All Our Kin staff on progress and assist with pilot evaluation measures

### **Qualifications / Requirements**

- BA in early childhood education, psychology or related field
- Five or more years of experience as an early childhood teacher and/or early childhood coach or mentor
- Strong commitment to strength-based coaching and alignment with All Our Kin core values
- Experience in coaching, mentoring, and training adults who work in urban communities
- Relationship-based individual with excellent interpersonal and communication skills
- Creative problem solver, who is able to design responsive strategies and interventions
- Highly organized, highly entrepreneurial, flexible, and comfortable with uncertainty
- Willing to work a flexible schedule, including evening and weekends if required; ability to attend two weeks of onboarding in New Haven, Connecticut prior to the start of coaching and potential additional meetings in New Haven, Connecticut (travel expenses will be reimbursed)
- Values diversity and demonstrates cultural and linguistic competency
- Values an asset-based approach to change and understands that the quality improvement process is lengthy and requires sensitivity, flexibility, respect, and commitment
- Commitment to the goal of making high-quality early care and education available to all children
- Enthusiastic team player who is looking to make a difference and is excited about being a part of a high-impact, growing, and dynamic non-profit organization
- Experience working with home based child care providers
- [Preferred] Bilingual in Spanish and English

The All Our Kin NYC Early Childhood Mentor Coach is a salaried position with competitive benefits.

All Our Kin is an equal opportunity employer and recognizes that diversity and opportunity are fundamental to children's lives and to our work. **To apply email a cover letter and resume to [job.gc9wf@allourkin.recruitee.com](mailto:job.gc9wf@allourkin.recruitee.com).**