

ALL OUR KIN



Position Title: New Haven Director

Reports to: Co-founder and CEO

Position Status: Full-Time

Location: At All Our Kin's New Haven, CT office

Target Start Date: March 2019



About All Our Kin

[All Our Kin](#) is a nationally recognized nonprofit organization that trains, supports, and sustains family child care providers 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 providers 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 quasi-experimental 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 600 family child care providers, who have the capacity to educate and care for more than 3,600 children, in five Connecticut cities and New York City. Our ambitious strategic growth plan for the period 2019 - 2023 calls for us to add one new site per year and launch a new train-the-trainer service line. This means our 2019 budget will be approximately \$7.9 million and will grow 15% - 20% per year.

What You Will Do

All Our Kin is seeking a highly organized, driven, and skilled leader to join the organization as the New Haven Director. The New Haven Director will play a critical role in leading our flagship site and will involve five main areas of work: (1) Management and supervision of network staff and programs (2) Mentorship and educational leadership (3) Program development, evaluation and continuous learning (4) Local impact and strategic growth (5) Organizational leadership

In particular, you will:

Management and supervision of network staff and programs

- Create and support a positive culture committed to All Our Kin's mission and values
- Manage staff for All Our Kin programs in the region, including Family Child Care Tool Kit Licensing Program, Family Child Care Network, Business Development Program and Provider Showcase
- Partner with professional development staff to plan and implement trainings
- Set benchmarks for performance and hold staff accountable for program outcomes
- Ensure effective team communication

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- Report to All Our Kin's leadership team and partner with them to ensure the highest possible level of excellence

Mentorship and educational leadership

- Inspire staff and galvanize them to work towards a common vision and goals
- Coach and mentor staff to meet performance goals and continuously improve
- Observe team members in the field; reflect with them on their practice
- Work with team members to set clearly defined goals for provider growth and strategize with them about how to meet those goals
- Support all staff in increasing their knowledge of child development and adult learning

Program development, evaluation and continuous learning

- Use data to engage with the leadership team, staff and clients on ways to refine and improve programs and services
- Assess family child care program quality, using research-based observational tools; assess changes in provider skills, knowledge and attitudes; use other metrics as necessary to evaluate impact and effectiveness

Local impact and strategic growth

- Engage community stakeholders in order to design programs and services that are responsive to emerging needs
- In partnership with the leadership team, shape the vision for All Our Kin growth in the region
- Partner with change agents in the community to leverage All Our Kin's impact and transform the quality of education in the city and the region

Organizational Leadership

- Ensure fidelity in the programs implemented in the region and provide feedback to the All Our Kin Leadership Team to continually strengthen our services
- Complete strategic projects, as requested by the All Our Kin Leadership Team

Who You Are

- Hold deep beliefs in and commitments to
 - Making high-quality early care and education available to all children
 - Combatting systemic racism and injustice
 - All Our Kin's [values](#) and model
- Experienced and able to
 - Build relationships with diverse stakeholders
 - Communicate well in writing and speaking



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- Set priorities and manage multiple, multifaceted projects simultaneously in a fast-paced, deadline-driven environment
- Inhabit an entrepreneurial approach, flexibility, and drive
- Solve tricky problems and make decisions well
- Operate various computer systems and willing to use new technology
- Offer, receive, and respond to regular feedback
- Speak Spanish (not required, but nice to have)
- Eager to build on
 - 8+ years of experience, including at least 3 years supervisory experience
 - Considerable experience with strategic planning, systems development, and implementation
 - A history of demonstrating discretion with confidential information

What You Can Expect

All Our Kin is an innovative, high-impact organization that empowers a growing number of family child care providers, 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. All Our Kin is an equal opportunity employer and recognizes that diversity and opportunity are fundamental to children's lives and to our work.

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 (typically December 24 – January 1)
- ✓ **Retirement Plan**- All Our Kin offers a 403(b) plan

How to Apply

Please visit <https://allourkin.recruitee.com/o/new-haven-director> to apply.