

The Department of Early Childhood Education (DECE) will be hiring an Education Specialist I under the Office of Early Childhood Development to provide coaching for teachers in the Early Head Start Childcare Partnership (EHS-CCP), through an Inter-Agency Agreement with Department of Human Resources (DHR). This position supports the Education requirements for sub-part C of the Head Start Program Performance standards in classrooms for children birth – age 3. The assignment area will be within a 2 ½ hour drive-time radius of Birmingham, Central to North Alabama.

- Collaborative Goal Setting and Action Planning- The coach will work in partnership with the teacher to identify the teacher’s strengths and opportunities for growth using the teacher’s knowledge, beliefs, and values, as well as qualitative and quantitative data, to set specific, measurable, achievable, relevant and timely (SMART) goals
- Intentional Observation- The coach will work in partnership with the teacher to determine an area of focus and develop a plan to observe objectively in the classroom, and document observations accurately and comprehensively to create reflective conversations rooted in data collected
- Individualized Follow-Through and Technical Assistance – The coach will work in partnership with the teacher to review establish goals, action steps, and data to create opportunities for skill development that meets the individual needs of classroom/teacher.
- Reflection and Feedback- The coach will work in partnership with the teacher to schedule an appropriate time to reflect on data, analyze progress, and build on experiences for continued learning.
- Strength Based Approach- The coach will work in partnership with the teacher to identify effective teaching behaviors that positively impact learning, articulate why/how they are important, and discover how to transfer the effective skills to other areas of their teaching (the opposite of a deficit model where the focus is on “fixing” ineffective practice).
- Documentation and Record Keeping- The coach will maintain field records, coaching documentation and data collection required by their position.
- Communicate professionally with all classroom stakeholders. The coach will provide professional, complete, accurate, and objective written and verbal communication to all classroom stakeholders.
- Commitment to personal Professional Development- The coach will pursue professional development to build on their knowledge and their implementation of strategies in the classroom. This professional development should be individual, relevant, and support the development of the project for which they are assigned.
- Mentorship and Professional Roles- The coach will serve as a mentor to team members, directors, and teachers. Mentorship will include developing professional knowledge and the transference of that knowledge into action.

This position requires meeting the qualifications for the State job code Education Specialist I - 30122 and requires a degree in Early Childhood Education and will include extensive travel within the region.

If interested, please send resume and cover letter to:

Tammy Gibson, Personnel Manager  
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