



About the job

FluentSeeds Coach and Trainer Description

Do you have a strong understanding of early childhood development? Would you like to become a relationship-based coach? Do you have close connections to your community? Do you want to increase your confidence and capability in engaging teachers and families? We need someone to champion our FluentSeeds mission in your area. As a coach/trainer you would work with families, childcare providers, and schools to support home-to-school connections and the effective implementation of SEEDS of Learning programs.

Position Title: FluentSeeds Coach and Trainer

Job Type: Full-Time or Optional Part-Time based on expertise, hybrid (virtual/face-to-face)

Organization Summary: At FluentSeeds, our mission is to make sure every child can read fluently by third grade, with mastery in the proven five essential components to reading: phonemic awareness, phonics, fluency, vocabulary, and comprehension. FluentSeeds will reduce educational disparities through evidence-based professional development based on the science of reading and paired with the quality interactions needed to bring the science of reading into daily routines. We provide a springboard for early childhood development that research has shown to be highly effective. Our programs for teachers and adult caregivers are evidence-based and proven to move students to identified kindergarten targets for later reading success.

Our vision is to ensure that:

All children will be proficient, fluent readers by 3rd grade.

All children will be socially and emotionally ready to engage with complex tasks and ideas effectively by 3rd grade.

All adults will be confident and capable of supporting children to reach these goals.

Essential Duties:

1. Technical Supervision and Coaching Support: A FluentSeeds Coach provides technical support for his/her caseload of assigned schools, (District, Head Start, Childcare, Family Childcare) to ensure the FluentSeeds model is delivered with fidelity. A FluentSeeds coach ensures adults feel confident and capable guiding children on the road to school readiness.

- Benchmark Assessment Preparations: Communicate with partner organizations about preparation for fall, winter, and spring benchmarking.
- Assessment Reliability Checks: Perform assessment reliability checks as needed
- Literacy Rich Environment: Support sites to implement a Literacy-Rich Environment ensuring a literacy-rich experience for all students.
- Observation and Consultation with Programs: Meet with teachers, tutors, and providers at their school or virtually. Observe each tutor/teacher/provider and intervention. Using an integrity checklist, provide feedback and review student progress with on-going goal setting.
- Multiple Tiers of Support System(MTSS) with Decision Making Team: Participate in MTSS data-driven decision-making at the site (or virtually) to review data, in order to plan for interventions to best meet the literacy needs of individual students and groups of students within a classroom. Provide support regarding the identification and prioritization of students to receive targeted supplemental SEEDS interventions.
- FluentSeeds Data Dashboard Systems: Support data collection by using/monitoring the completeness and accuracy of adult and student data input.

2. Training/Professional Learning Meetings: Participate in FluentSeeds training to learn the model for coaching and SEEDS of Learning Strategies.

- SEEDS of Learning Train the Trainer: 5 day knowledge, model, and practice of proven strategies
- SEEDS of Relationship-Based Coach Training: 4 days and on-going.
- Participate in weekly/monthly supervision and support to build your skills (conference calls, video conferencing)

3. Communication: The FluentSeeds Coach/Trainer will communicate directly with each school and serve as its main point of contact related to program implementation of the FluentSeeds model.

- Program Orientations: Facilitate ongoing Professional Learning Communities to support program implementation and support teachers/tutors on their journey
- Data Review Meetings: Facilitate data review meetings with the team at each point in the data cycle
- Clarification of Program Model Consultation: Meet with administrators or teaching staff at the site to ensure that all understand and feel supported in the FluentSeeds proven implementation strategies

- Literacy-Related Technical Assistance: Support programs in providing direction to the FluentSeeds model, responding to questions, providing encouragement, and addressing concerns and challenges
- Other duties as assigned

Qualifications:

- Minimum of 3-5 years in Early Childhood Education, Early Literacy and Reading Development, or MTSS/RTI/Data-Driven Decision Making
- Preferred degree: Early Childhood Education, School Psychology, Educational Psychology, Special Education, Speech and Language,
- Community Advocate or Leader.
- Capacity to meet the bilingual needs of children and families preferred.
- Coaching or experience consulting with teachers/providers/parents on early literacy instruction and intervention, including the ability to model, observe and provide corrective feedback, ask questions to solve challenges, communicate effectively and build healthy learning relationships
- Knowledge and experience in working within MTSS/RTI or other data-decision making models
- Experience leading adult learners through training, coaching, supervision, and observation
- Record of exceptional interpersonal skills for relationship-based learning interactions.
- Some knowledge of Google Suite, Microsoft Office, and Mac/iOS products is preferred.

Additional Information: This position is a full-time 40-hour/week role. Option to be part-time based on location and expertise.

To Apply: Please submit a cover letter explaining your interest in the role, your resume, and contact information for three references. Please note the position you are applying for in the email subject line and send your materials as one PDF to jobs@fluentseeds.org.

FluentSeeds does not discriminate on the basis of race, color, national origin, disability, sex, sexual orientation, religion, age, political affiliation, marital or parental status, or military service.

