FluentSeeds

FluentSeeds Coach and Trainer

Position: 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 our Oakland, California 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.

Job Type: Full-Time Seasonal, hybrid (face-to-face/virtual)

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:
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 ensuring their students become fluent in the Big 5 early literacy skills.

Benchmark Assessment Preparations: Communicate with partner organizations about preparation for fall, winter, and spring benchmarking. Including 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. Use child data, child reflection guide, and continuum to support the teacher and tutor in forming small groups to support the students growth and development. Create a system for progress monitoring of each group.

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.

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)

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:
Bilingual in Spanish/English is preferred
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
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 seasonal full-time 40-hour/week role. While the location of this Coaching position is California based, we do require that our employees have flexibility in scheduling to meet with the National team and Partners as needed. Occasional travel outside of Oakland for coaching at program sites, trainings, meetings, retreats, and events. This position requires being located in the Bay Area.

To Apply: Submit your cover letter, resume, and any additional questions 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.