
BOARD AGENDA ITEM

Information/Discussion _____
Future Action _____
Action X

Item: Addition of one Early Childhood Specialist for GSRP

Submitted by: Ashley Karsten

Date: 7/25/2024

Recommended by: Ron Gorman



Board Meeting Date: 8/19/24

RECOMMENDATION:

As pre-k for all expands in Kent County, we plan to partner with 25 new subrecipient partners. It is recommended that the board approve the hire of one additional Early Childhood Specialist to support with classroom monitoring, assessment, and support.

BACKGROUND:

Under the GSRP grant it is mandatory that each classroom that receives funding is also provided coaching support through an Early Childhood Specialist. Early Childhood Specialists at Kent ISD generally carry a caseload of about 15 classrooms. Early Childhood Specialists provide instructional, behavioral, and family support to the staff and classroom. Early Childhood Specialists work a 200-day contract. This additional position is supported by the current budget under the Great Start Readiness Program grant.

Category: **Elementary School Teaching/Early Childhood**

Date Posted:

Location: **Kent ISD**

Date Closing:

VACANCY NOTICE

Job Title: Early Childhood Specialist
Kent ISD/ GSRP
200 Days per year

Ensure the implementation of high-quality preschool programs and compliance of the Great Start Readiness Program across Kent County programs through regular, ongoing classroom support to GSRP classroom staff.

Job Qualifications:

1. Graduate degree in early childhood education or child development. Comparable or other relevant graduate degrees will be considered.
2. Five or more years of relevant work experience.
3. Effective written and verbal communication skills.
4. Navigate and utilize Google Suite and willingness to learn how to navigate and utilize other technology platforms.
5. Analyze and interpret data. Examine the impact of education inequities in student achievement outcomes as it aligns with race, ethnicity, and socio-economic status.
6. Work cooperatively with a diverse population of stakeholders including local school district representatives, community partners, teachers, students, and families.
7. Continual learning and practice that reflects the latest research in the early childhood field.
8. Commitment to equity, social justice and inclusion in all practices and position responsibilities.
9. Advocacy of the importance of Early Childhood Education and advancement of the profession of Early Childhood Education.
10. Self-motivated team player who is able to multi-task and prioritize.
11. Bilingual skills are highly desired.

Before or immediately after hire, the ECS must acquire:

1. Knowledge of the Early Childhood Standards of Quality for Pre-Kindergarten (ECSQ-PK).
2. Knowledge of GSRP requirements as outlined in the GSRP Implementation Manual.
3. Knowledge of State of Michigan Licensing Rules for Child Care Centers.
4. Formal training in the selected approved developmental screener (ASQ-3 or Brigance), comprehensive curriculum (Connect4Learning, HighScope, Montessori and/or Reggio

Emilia), authentic child assessment (MyTS or COR), and program evaluation tool (PQA-R or CLASS) of the classrooms supported. Formal training is defined as comprehensive training in full implementation of a tool, completed by a certified trainer of the tool, such as those who have attended training of trainers.

5. Knowledge of the Essential Instructional Practices in Early Literacy, Prekindergarten and Essential Instructional Practices in Early Mathematics, Pre-K to Grade 3.
6. Status as a Reliable Assessor/Certified Observer in PQA-R and/or CLASS.

Specific Duties and Responsibilities:

1. Partner with teaching teams to ensure grant compliance, fidelity to curriculum, and a high-quality preschool experience for children.
2. Observe and provide both written and verbal feedback to teaching teams on an ongoing basis.
3. Provide monthly coaching to teaching teams, based on the professional growth plan, which may include offering support by observing to provide feedback on techniques or interactions, modeling strategies with children, attending home visits/conferences, offering classroom or professional learning resources, meeting with teaching teams to discuss feedback, strengths and needs, plans, etc.
4. Monitor quantity and quality of evidence entered into the child assessment tool by each teaching team. Support the continuous analysis of child progress to inform parent partnerships and teaching through lesson planning for meaningful, intentional whole group instruction, as well as respond to small group and individual child needs.
5. Plan, facilitate, and/or engage in early childhood Professional Learning Committees (PLCs), Professional Development (PD), and other training experiences for childhood program staff based on identified needs.
6. Partner with teachers, families, and auxiliary staff to provide appropriate and research-based behavior support.
7. Liaison between Kent ISD, local school districts, Community Based Organizations and early childhood community stakeholders. Advocate for local GSRP Programs.
8. Utilize individual expertise and experience as it will benefit the program as a whole.

Kent ISD's Early Childhood Department strives to be inclusive in our hiring and workplace practices. We continually seek to be strengthened by the wisdom of diversity.

The above is intended to describe the general content of and requirements for the performance of this position. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.

Salary: Grade 5

Benefits: Robust benefit package includes full medical, dental, and vision insurance; generous paid sick and personal days; State of Michigan School Employment retirement program; student loan forgiveness may be available through the Public Service Loan

Forgiveness program for eligible Federal student loans.

Posting Dates:

Distribution: External & Internal

To Apply: Kent Intermediate School District manages employment applications online. No hardcopy applications/resumes will be accepted for this position.

- Applications must be completed online at www.jobs.kentisd.org
- Please note, due to the large number of applications, we are unable to attend to e-mail or telephone inquiries on application status.
- All candidates will be notified timely regarding their application status.

The final candidate for this position will be required (at their cost) to furnish Kent Intermediate School District with a current Michigan State Police and FBI criminal records LiveScan check prior to our recommendation to hire.

It is the policy of the Kent ISD School Board that no student, staff member or candidate for any position in the District shall be discriminated against on the basis of race, color, national origin, creed, ancestry, age, gender/sex, sexual orientation, marital status, height, weight, veteran status, political belief or physical/mental disability which does not impair their ability to perform adequately in the individual's particular position or activity, excluded from participation in, denied the benefit of, or to be subjected to discrimination in any program or activity for which the Kent ISD School Board is responsible for or receives financial assistance from the U.S. Department of Education. The Coordinator for Title IX, Section 504, the Age Discrimination Act and Title II is: Coni Sullivan, Esq., Assistant Superintendent for Human Resources and Legal Services.