



Pre-K–3rd Grade (P-3) Integrated Approach to Early Learning Coach

Job Code: Education Specialist I– 30122

Job Description: The goal of the P-3 program is to expand the early learning continuum from First Class Pre-K through 3rd grade. A high-quality early education provides the foundation for student success in school. P-3 Coaches support teachers in applying knowledge of child development, subject matter content, and pedagogical approaches to align educational experiences along the P-3 continuum.

Key Roles and Responsibilities:

1. Establish and maintain effective professional relationships with teachers and administrators at all assigned classrooms.
2. Work with program coaches to ensure collaboration is being maintained between state departments and program partners.
3. Observe classroom practices and review assessment data monthly.
4. Complete, enter, and submit classroom visit reports and other documentation of classroom visits to effectively communicate feedback to teachers/directors.
5. Establish joint plans and goals collaboratively with teachers to ensure that best practices and quality improvements are being met.
6. Provide feedback for the purpose of building the teacher's understanding of specific practices and/or encourage them to continue working toward a goal.
7. Intentionally pre-plan activities to share and model based on the joint plan created with the teacher. Provide spontaneous in-context modeling of specific behaviors and strategies to support the teacher's understanding of improved classroom practices. Create opportunities for the teacher to model behaviors or practices to determine the acquisition of new skills or learned strategies.
8. Effectively communicate any issues or concerns regarding classroom observation on the day of the visit. If a classroom is struggling, create an individualized plan to support the teacher(s) in reaching his/her goals.
9. Maintain all records of travel, daily itineraries, communication, and coaching logs.
10. Complete other assigned duties such as professional development, trainings, and/or presentations to support the work being done in P-3.

Qualifications:

- Master's degree from an accredited college or university in an approved education specialty area. Preferred candidates will have a bachelor's or master's degree in early childhood education.
- The candidate must have a strong knowledge of early childhood education.
- Professional experience in teaching, education administration, or a related assignment in early childhood education or child development.

To be interviewed and eligible for hire, the applicant must apply through the State Personnel Department, meet the qualifications for the state job code Education Specialist I – 30122, and be listed on the state register. Visit personnel.alabama.gov to apply.

Please submit a letter of interest and a resume to the HR team at hr@ece.alabama.gov.