



BANANAS

POSITION ANNOUNCEMENT

Head Start Coach

Position Overview

BANANAS Inc. is seeking a committed and engaged Early Head Start/Head Start Coach with experience supporting program management and knowledge of the early childhood education sector.

The Head Start Coach is responsible for providing coaching in ECE classrooms to facilitate high-quality early education and promote school readiness by providing support to implement effective classroom management techniques and create positive learning environments. The Head Start Coach will observe, plan, and support the implementation of prevention and intervention strategies with staff in order to support children's successful inclusion in classroom settings.

About BANANAS Inc.

BANANAS is a nonprofit organization that supports families, children and early care and education providers. Our programs help families connect with all types of child care options from family child care home-based settings, preschool centers, family, friend, neighbor caregivers and nannies so they can work or continue their education. Providers are supported with technical assistance and professional development. We are experts in the field of early care and education and our wide variety of services support families and child care providers in raising early learners. We offer workshops, playgroups, coaching, and support groups for parents and caregivers. Low-income families are supported with financial assistance so they can access quality child care. BANANAS is a great place to work with colleagues who care about their clients, our youngest learners and each other.



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Key Responsibilities

- Collaborate with staff to design classroom management plans for children exhibiting challenging behaviors
- Observe and analyze children's behaviors to support classroom plans needed to facilitate effective social and emotional development
- Model effective classroom management strategies to respond effectively to children with challenging behaviors
- Provide teaching staff with ideas and feedback regarding classroom management strategies based on observations, including but not limited to:
 - General classroom management strategies to support nurturing and responsive relationships and high-quality supportive environments
 - Targeted social and emotional supports
 - Individual preventions and interventions for children exhibiting challenging behaviors
 - Implementation of classroom management/behavior plans
- Facilitate on-site consultation services in the application of classroom management techniques
- Support staff to implement best practices regarding behaviors and learning in early childhood education
- Provide one-on-one support in identified classrooms with children demonstrating challenging behaviors by utilizing positive behavior techniques and strategies
- Provide training to HS/EHS staff on the Teaching Pyramid/Pyramid Model to support positive social-emotional development in classrooms.
- Develop and maintain a reflective relationship with staff members
- Build trusting and nurturing relationships with children from the perspective of typical child development
- Support staff to obtain community resources for children and families and report any referrals to Child Start administration for tracking purposes
- Monitor and track coaching activities with appropriate documentation
- Effectively communicate with Bananas Provider Services Team, and site staff regarding classroom and individual child needs
- Protects operations by keeping confidential, private, and sensitive information within the parameters of policy and need-to-know requirements



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Secondary Duties and Responsibilities

- Other Duties as assigned: This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Qualifications

Education

- BA in Early Childhood Education or related field with a minimum 24 ECE units required
- ECE units or specialized training in working with children with special needs, challenging behaviors or trauma-informed care

Training and Experience

- Minimum of two years of classroom teaching experience, preferably in a Head Start/Early Head Start program
- Familiarity and experience utilizing Teaching Pyramid/Center for Social and Emotional Foundations for Early Learning (CSEFEL) strategies
- Experience training, coaching, and mentoring ECE professionals

Knowledge and Skills

- Successful experience working with children with challenging behaviors and special needs
- Familiarity with adult learning theories
- Ability to work independently, and communicate through verbal, non-verbal, and written communications

Other

- Ability to pass a medical exam and TB test, and supply required immunizations
- Valid California driver's license; vehicle liability insurance
- MS Office, Google Workplace, Zoom, Google Meet, Learning Genie, ChildPlus



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Salary Range

\$34.34 - \$36.51 (DOE) - This is a non-exempt (hourly) position

Schedule

BANANAS has a 37-hour work week (Mon - Thurs - 7.5 hours and Fri - 7.0 hours). The incumbent for this position must have the flexibility to work nights and weekends.

Infectious Disease Control Considerations

Staff are required to complete daily temperature checks. Face-covering is optional. BANANAS reserves the right to change or update the conditions of employment requirements for vaccinations and masking mandates to comply with guidance and regulations set forth by the State and/or Federal government of the United States.

How to Apply

To apply for the position, please email all required information to hr@bananasbunch.org.
No phone calls, please.

BANANAS is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race, ethnicity, religious creed, color, natural hairstyles, national origin, ancestry, physical disability, mental disability, medical condition (including genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, reproductive health decision-making or related medical conditions), gender, gender identity, gender expression (including transgender), sexual orientation, military or veteran status, citizenship status, or any other status protected by federal, state, or local laws.