



MESCALERO APACHE TRIBE

JOB ANNOUNCEMENT

Position Title:	Education Manager/ECE Mentor-Coach	
Department:	Head Start	
Employment Status:	Non-Exempt	Grade: NE10
Opening date:	August 19, 2024	Closing date: Open until filled

Job Summary

Coordinates the implementation of the education program; supervises the implementation of planned activities. Provides classroom experiences to enhance and promote the educational, intellectual, and social growth and development of children.

This position description may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found or assigned to this position.

Duties and Responsibilities

- Supervises the implementation of planned activities and personnel in accordance with the Head Start strategic plan and performance standards.
- Updates annually the education component plan in coordination with the Policy Council, parents, and Head Start staff.
- Assists in the development of an education program and curriculum based on the identified community needs.
- Coordinates transition activities for parents and children.
- Conducts and teaches planned activities to stimulate growth in language, social, and motor skills.
- Plans and prepares developmentally appropriate activities for children in the classroom in collaboration with Teachers.
- Creates and helps support a nurturing positive experience for the children to enhance and promote the educational, intellectual, and social growth and development of children.
- Reviews lesson plans in a manner that will develop each child's physical, emotional, intellectual, and social behavior and in accordance with Head Start strategic plan. Ensures all Head Start components in lesson plans and the classroom.
- Encourages parent volunteerism in the classroom.
- Screens, evaluates, and makes referrals and follow-up.
- Ensures classrooms are conducive to age appropriate learning throughout the year and leaves the classroom set up for summer use.
- Understands the program philosophy and the program goals and objectives.
- Ensures that center records and forms are complete and updated with specified timelines.
- Maintains an accurate inventory record of classroom equipment and supplies.
- Works with parents to identify the strengths and needs of each child in order to individualize program services.
- Assists in the development of the Education Service Plan. Develop skills and training methods in classroom/child observations, assessments, screening and recording in a non-judgmental manner for use in planning and carrying out the program daily.
- Trains Assistant Teachers on classroom routines and lesson plans.
- Ensures group activities or Circle Times with developmentally appropriate practices in mind.

- Ensures Teachers provide stimulation activities and experiences in all curriculum areas; avoids activities causing over-stimulation or fatigue.
- Encourages children to take pride in their cultural heritage.
- Ensures that transition time between activities is relaxed, unhurried, used as “teachable moments” in developmentally appropriate ways.
- Ensures classrooms have a variety of experiences by means of dramatic play, storytelling, field trips, and group discussion to stimulate students’ interest in and broaden understanding of their physical and social environment.
- Analyzes and appraises children’s progress and maintaining accurate written records, including assessments, IDP documentation, screening instrumentation, anecdotal observations, and other forms in a child’s working file.

Educations manager in partnerships with Teachers ensures and over sees the following activities:

- Accompanies and transports children on field trips or to activities when necessary.
- Fosters cooperative social behavior; promotes self-expression and appreciation of experiences.
- Ensures the safety of each child and monitor children in classroom, playground or assigned area.
- Eats with children during meal and snack time, encouraging good social skills and appropriate conversation, making mealtime a part of the curriculum process.
- Ensures the cleanliness and safety of materials, classroom, and playgrounds by performing routine inspections.
- Ensures that classroom volunteers and parents in feeling welcomed, comfortable, and involved.
- Maintains effective working relationships with parents by assisting with parent participation.
- Conducts meetings with families for purposes of assessment, support, and sharing information on parenting, educational strategies, and classroom progress.
- Completes attendance records and accident and incident reports.
- Updates the Parent Communication ensuring accurate and timely information.
- Establishes classroom rules and routines and ensuring that they are understood and accepted by children and their parents.
- Refers children for social and medical services as needed.
- Responsible for children from drop off to pick up.
- Documents and reports any known or suspected instances of child abuse.
- Assists children in getting off and on the bus; provides transportation to children as needed; drives program bus on an established schedule.
- Performs other duties as assigned.
- Support the Head Start work plan in strengthening classroom teaching.
- Support HS staff confidence and capacity by implementing coaching skills in the HS program.
- Provides a safe environment for coaching and creates a trusting work relationship with coachee’
- Conduct regularly scheduled observations with identified coachee, follow program coaching strategy throughout coach/coachee contract timeframe
- Focuses on the coachee’ agenda.
- Demonstrates interest in helping others and a belief that people want to grow.
- Understands that the coach is a facilitator; not a fixer.
- Understands and views the role of the coach and coachee’ as equal partners with shared responsibility.
- Demonstrates listening skills to understand what the coachee’ needs to success.
- Practices listening skills using articulation, clarifying, acknowledging character and strengths of the person to support growth.
- Demonstrates the knowledge of question asking to build trusting relationships that conveys respect.
- Demonstrates classroom observations without giving advice, information, etc.
- Provide ongoing training and professional development to support staff in fulfilling their roles and responsibilities.
- Understand and be able to aggregate, analyze and assist education staff on how to use data of children’s ongoing developmental and goals progress to enhance and extend positive learning opportunities in classrooms.

Minimum Qualifications

- Bachelor's Degree in Early Childhood Education, Education or related field.
- Three years experience working with children. One year in a lead or supervisory capacity.
- Combination of education and related experience will be considered.
- Bilingual English/Apache preferred.
- Must be 18 years of age or older.
- CPR and First Aid Certified.
- Must obtain and maintain Food Handler's Card.
- Must be able to pass a physical exam within 45 days of hire.
- Must have a valid NM Driver's License.
- Must be able to work a nine hour day with a lunch.
- Must be willing to work an evenings, weekends and holidays.
- Must successfully pass a pre-employment drug/alcohol screen, background investigation and have a negative Tuberculosis.
- Must be fully vaccinated for COVID-19 or qualify for an exemption.

Tribal preference and Native American Indian preference shall apply to all positions.

Knowledge, Skills and Abilities

- Knowledge of occupational hazards and applicable safety practices.
- Knowledge of principles and practices of early childhood development and care.
- Knowledge of proper and safe food handling, storage, and disposal requirements.
- Knowledge of the principles, practices and methods of preschool curriculum development.
- Knowledge of early childhood learning methods.
- Skill in operating various word-processing, spreadsheets and database software programs.
- Skill in nurturing, motivating, teaching and guiding children.
- Skill in displaying mature, patient, and understanding behavior.
- Skill in training staff in child development needs.
- Skill in providing leadership to, supervising, training, and evaluating assigned staff.
- Ability to supervise and ensure a safe learning environment for children in a classroom setting.
- Ability to adapt curriculum to meet the needs of all children including "at-risk", special needs, gifted, and culturally diverse populations.
- Ability to use excellent communication skills with especially good listening skills.
- Ability to respond to and remain calm in an emergency or crises.
- Ability to establish and maintain professional relationships with individuals of varying social and cultural backgrounds and with co-workers at all levels.
- Ability to respect the dignity of each family, culture, customs and beliefs.
- Ability to work professionally and cooperatively with staff, parents, and community members
- Ability to maintain confidentiality.

Physical Demands

While performing the duties of this job, the employee regularly is required to stand; walk; use hands to finger, handle, or feel; and reach with hands and arms above shoulder level. The employee frequently is required to stoop, kneel, crouch, or crawl; and talk or hear. The employee occasionally is required to sit; climb or balance; and smell. The employee occasionally lifts children. The employee must lift and/or move up to 50 pounds.

Work Environment:

Work is generally performed in a childcare center, classroom environment and outdoors with high noise level. Exposure to bodily fluids, urine, or feces of babies or infants and small children. Exposure to unpleasant odors and infectious disease. Exposure to natural weather conditions and various dusts and mists may occur while performing outdoor duties. Evening, weekend, and/or holiday work will be required. Extended hours and irregular shifts may be required.