



# BANANAS

## JOB ANNOUNCEMENT QUALITY IMPROVEMENT COACH

### Position Overview

BANANAS Inc. is searching for an experienced coach, mentor, and facilitator with experience working in the early care and education field. The successful candidate will be able to work independently, setting goals and problem-solving and is someone who can also work collaboratively within a team. This position requires knowledge in early childhood education, the Quality Rating and Improvement System (QRIS) matrix and tools, and adult learning theory. The position requires the ability to collect data and write case notes and report to funders.

### About BANANAS Inc.

BANANAS is a nonprofit child care resource and referral agency. We consider ourselves experts in the field of early care and education, and our wide variety of services support child care providers and families in raising early learners. We offer workshops, playgroups, coaching, and support groups for parents and caregivers, and help connect families with all types of child care options from babysitter and nannies to preschools and family child care centers. We support our most vulnerable families with \$13m in child care subsidies annually. BANANAS is a great place to work with colleagues who care about their clients and each other.

### Key Responsibilities

The Quality Improvement Coach serves as a coach, mentor, and trainer for family child care providers and licensed center child care providers. Coaches are responsible for creating, and maintaining, Quality Improvement Plans (QIP) for each of their sites, and maintains a 10-20 site caseload, which includes a mix of both active and maintenance sites. They support a statewide initiative to improve the quality in child care by reviewing quality tools and assessments of child care programs and providing coaching, technical assistance, and training to child care providers in compliance with the Quality Rating and Improvement System (QRIS) requirements.

### Major Duties

- Provides coaching, monitoring, technical assistance, and training to child care providers and site staff with a goal of continuous improvement and maintenance of a quality child care environment.
- Recruits child care programs to participate in the Quality Counts program.
- Provides 2-year full-scope coaching and 6-month limited coaching in line with the QRIS matrix.
- Conducts on-site child care observations to create a QIP at each site. Works with site staff to improve quality based on the QIP goals. Reviews and updates the QIP as necessary.
- Works to improve quality by applying the matrix assessment tools, providing technical assistance, mentoring, and coaching.
- Facilitates trainings and group workshops for child care providers focusing on the quality improvement assessment tools, increasing child care provider knowledge of child development and best practices, and the Foundations and Frameworks.
- Collects and maintains data and case notes, and enters data into the countywide database for reporting purposes.
- Participates in Quality Counts community meetings and workgroups.

### Required Qualifications

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[www.bananasbunch.org](http://www.bananasbunch.org)

- BA in Social Services, Early Childhood Education, or related field
- Minimum 3 years of experience working in Early Childhood field required. Must have experience coaching and training in an early care and education setting.
- Knowledge of the QRIS matrix tools.
- Ability to take initiative, problem-solve, and work independently as well as working collaboratively as part of a team.
- Database entry
- Excellent oral and written communication skills
- Computer experience: Microsoft Word, Excel, Gmail, Google Sheets and Docs
- Valid driver's license, reliable transportation, and insurance; travel will be required for this position

### **Preferred Qualifications**

- Bilingual preferred
- Knowledge and experience in Resource & Referral community or early childhood development field

### **How to Apply**

To apply for the position, please email all required information to [jobs@bananasbunch.org](mailto:jobs@bananasbunch.org)

No phone calls please.

BANANAS is committed to maintaining a staff that reflects the diverse communities we serve. We are an equal opportunity employer and do not discriminate in hiring, promotions, or any other personnel action on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, economic status, age, veteran status, marital status, parental status, medical condition, and/or mental or physical disability, or any other consideration made unlawful by local, state, and federal laws.

