



Mentor/Coaches for
Early Care & Education

MENTOR/COACHES FOR EARLY CARE AND EDUCATION Mentor/Coach Job Description



Mentor/Coaching for the Apprenticeship Program

Preferred Qualifications:

- ❖ PHD, MA, Bachelor (preferably in ECE) or Associate Degree
- ❖ Five years working with children 0-5 years of age in a licensed facility
- ❖ Commitment to ongoing professional development
- ❖ Excellent communication skills with adults
- ❖ Desire to help other early childhood providers excel in their profession
- ❖ Enrollment in IdahoSTARS Professional Development Registry - strongly suggested

What a mentor/coach does

- ❖ ❖ A mentor/coach works closely with apprentices on a weekly basis. Meetings are generally conducted at the apprentice's place of employment during work hours. A minimum of a one hour visit per week is required. Some meetings may include visits to other model child care facilities for observations. Meeting times are arranged when neither apprentice nor mentor/coach are directly supervising children. Observations of apprentice are recommended and can take the place of a scheduled meeting.
- ❖ ❖ Mentor/coaches provide support, guidance and an exchange of information and ideas. They assist apprentices and help to integrate the new tools learned from college classes into the child care setting. This is achieved through a structured program which includes:
 - ❖ helping apprentices achieve 6 specific competency goals in 8 work process areas;
 - ❖ supporting the apprentice with goals created as a result of an environment assessment
 - ❖ using a 5 step Professional Conferencing process in the mentor/coaching relationship

How a mentor/coach is supported in his/her role

- ❖ ❖ Mentors/coaches communicate with the director once a month to discuss apprentice's progress and any related concerns. Mentors/coaches meet monthly with a Regional Mentor/coach who supports mentor/coaches with networking, resources, problem solving, orientation and training throughout the apprenticeship contract. Finally, mentor/coaches can

obtain support from the program coordinator at Mentor/Coaches for Early Care and Education to address any concerns that directors and/or apprentices are experiencing which could jeopardize the success of the program.

How a mentor/coach is compensated

- ❖ ❖ All mentor/coaches are Independent Contractors with Idaho AEYC and are compensated according to their level of education up to 1 session/week per apprentice. Compensation rates are as follows:
 - ↪ CDA - \$24.00/session
 - ↪ Associates Degree - \$27.00/session
 - ↪ Bachelors Degree - \$30.00/session
 - ↪ Masters Degree - \$36.00/session
 - ↪ PHD -- \$40.00/session

Mentors/coaches are expected to complete a 3-part mentoring/coaching orientation, as well as the Child Care Health Consultant (CCHC) training, and the Refining the Skills of the Early Childhood Mentor/Coach (online class). THANK YOU for your application!