



Position: Professional Growth and Advancement Strategist | **Full time:** Salary Position

Culture: Trying Together is a Pittsburgh-based nonprofit that supports the work of early childhood by providing advocacy, community resources, and professional growth opportunities for the needs and rights of children, their families, and the adults who interact with them. A fast-paced organization, Trying Together looks for dedicated and passionate staff who bring positivity to their work and a solution-oriented sensibility.

Purpose: Working closely with the Director of Learning and Development and Quality Initiatives and ELRC Quality teams, the Professional Growth and Advancement Strategist is responsible for researching, developing, facilitating, and evaluating higher-level professional development opportunities for early education professionals that are aligned with field interests, needs, and trends as well as the organization's mission, vision, and efforts. Higher level professional development includes career advancement credentialing, higher-education articulation and advancement, and early learning program accreditation. This is a full-time position that includes occasional evening and weekend hours, as well as light travel. The Professional Development Strategist reports to the Director of Learning and Development and is considered an active team member of the Trying Together Quality Initiatives department.

Responsibilities:

- Oversee the coordination, facilitation, and evaluation of the Trying Together early learning Induction and Evaluation programs for Pennsylvania Teacher Certification. The facilitation of such opportunities includes professional development coursework as well as participant and program coaching and mentoring.
- Oversee the coordination, facilitation, and evaluation of early learning program leadership coursework.



- Assist in the development, facilitation, and evaluation of professional development opportunities that involve technical assistance, coaching, or mentoring for early educators.
- Be familiar with and assist in the application and maintenance of national and state professional development certifications (e.g. Act 48; CEU's; PQAS).
- Be familiar with and oversee the support of early learning programs seeking national accreditation (NAEYC, NECPA, NAFCC).
- Develop, facilitate, and evaluate professional development opportunities for early learning professionals and stakeholders on topics relevant to and meeting the needs of the field, including but not limited to: developmentally appropriate practices, child development, early learning program leadership, and professionalism within early learning programs.
- Aide in the reflection and evaluation of projects and programs, working directly with other team members. This process will work to ensure that Trying Together programs and resources pertain to the mission and vision of the organization and more importantly reflect the needs and interests of the communities, at large.
- Collaborate and work with other Quality Initiatives team members, consultants, and volunteers, as well as Trying Together staff. The Professional Growth and Advancement Strategist will participate in organizational team and all-staff meetings as well as may be asked to participate in other organizational initiatives that relate to the Strategist's current work efforts and responsibilities.

Qualifications:

- Is familiar with and has experience with the Induction and Evaluation programs for Pennsylvania Teacher Certification.
- Has experience in developing individualized education plans for early educators as well as appropriately assisting, coaching, and mentoring educators through the completion of such plans.
- Has experience in supporting early learning program leadership; at minimum, one to three years of program leadership experiences is required.



- Is familiar with various educational professional development frameworks and standards such as: *The Pennsylvania Core Knowledge Competencies; Coaching Powerful Interactions, The Early Childhood Mentoring Curriculum, The Danielson Framework for Teaching, and the NAEYC Standards for Programs Preparing Early Childhood Professionals.*
- Is familiar with and has worked with higher education early childhood education coursework and/or credit-bearing programming.
- Is familiar with and has worked with national program accreditation systems, such as: NAEYC, NECPA, and/or NAFCC early learning program accreditation.
- Has effective organizational skills, with the ability to multi-task and pay attention to detail.
- Has strong oral and written communication skills; public speaking expertise is required.
- Is able to facilitate professional development opportunities for early education professionals; PQAS certification is highly preferred upon hire and will be a requirement within one year of employment.
- Maintains confidentiality and values the notion of respect among colleagues. The Professional Growth and Advancement Strategist will be required to abide by the NAEYC Code of Ethical Conduct for Early Childhood Professionals.
- Is flexible and open to quick changes being made to better meet the needs of program and project audiences as well as perform other duties to support Trying Together efforts, as assigned.
- Has the ability to ask questions whenever unclear about a concept, task, or activity.
- Is able to travel throughout the region in order to attend meetings, visit early education facilities, and perform other duties to support Trying Together efforts, as assigned.
- Is familiar with and has the ability to manipulate typical organizational technology.

Educational and Professional Requirements:





- A degree in early childhood education or related field (with at least six early education credits); A Master's degree and a Pennsylvania teaching certification are highly preferred.
- Experience in public speaking, particularly in the provision of professional growth and development, utilizing appropriate adult learning principles; a current PQAS certification is highly preferred.

Required Clearances:

- Clean Act 33 Child Abuse Clearance
- Clean Act 34 Criminal Clearance
- Clean Act 73 FBI Clearance

Physical Requirements:

- Engage in light physical demands, such as lifting small children up to 30 lbs.
- Facilitate public speaking experiences and large group presentations.

Benefits:

- Competitive compensation and benefits package.
- Appreciative inquiry and strengths-based review process.

Salary: commensurate with experience.

Interested Applicants:

Submit cover letter and resume with a minimum of three work-related references to jobs@tryingtogether.org. Phone calls will not be accepted. Posting will remain open until filled.

