August 2019

Kalamazoo Youth Development Network has a position open:

**Out-of-School Time Program Development Coach (40 hours/week)**

The vision of the Kalamazoo Youth Development Network (KYD Network) is that all Kalamazoo County youth are college, career, and community ready by age 21. Our mission is to ensure that all Kalamazoo County youth have access to high quality youth-driven, diverse, inclusive and equitable out-of-school time (OST) programs that are well coordinated and use resources efficiently.

The Kalamazoo Youth Development Network seeks to improve the quality of OST learning environments by taking a culturally agile, trauma-informed, youth- and family-driven approach to our collective work. We believe that high quality OST programs are an equity issue because we know that high quality OST learning environments close achievement gaps. We are committed to taking an equity-approach to our work and our board has committed to becoming an anti-racist organization.

We provide training, coaching, and technical assistance using the assess/plan/improve model from the David P. Weikart Center for Youth Program Quality. We partner with over 50 youth-serving organizations in Kalamazoo and Calhoun Counties to achieve our common vision for youth. We facilitate three Affinity Groups: Social Emotional Learning (SEL); Inclusion and Equity; and Youth Leadership.

**Position Summary**

The Out-of-School Time (OST) Program Development Coach will implement the assess/plan/improve model of the Youth Program Quality Intervention (YPQI) to improve the learning environments of cohort members programs in order to promote youth and adults development of fundamental social and emotional learning competencies and authentic family engagement. The Coach will use data collected through the Youth Program Quality Assessment (YPQA), Devereux Student Strengths Assessment (DESSA), the BOSTNet (family engagement assessment), and an inclusion and equity assessment to facilitate the creation of improvement plans for each cohort member. The Coach will provide training, coaching, and technical assistance related to each goal so that program quality improves as well as the SEL skills of youth and adults.

**Job Duties**

- Stay current on the Youth Program Quality Intervention and all of its components (YPQA, planning with data, quality coaching);
- Stay current on best practices in youth development, social and emotional learning, family engagement, and inclusion and equity;
- Consult with OST organizations’ leadership and staff concerning social emotional learning strengths and needs of youth using the results of the Youth Program Quality Assessment (YPQA),
Devereux Student Strengths Assessment (DESSA), the BOSTNet (family engagement assessment), and the inclusion and equity assessment;

- Provide guidance in designing social emotional learning and family engagement integration into OST programming;
- Provide professional development to support the use of high quality, social emotional learning, family engagement, culturally agile, trauma-informed strategies by using best practices;
- Provide technical support and modeling of social and emotional learning lessons to small groups in accordance with curriculum identified by each organization;
- Provide technical support and modeling of the nine youth work methods modules;
- Provide technical support in family engagement strategies;
- Provide workshops for parents and the community;
- Facilitate Affinity Group and Action Friday meetings;
- Coordinate Skills Saturday and Summer Professional Development calendar;
- Provide guidance to organizations in achieving a Youth Driven Spaces model
- Work 30 to 40 hours a week, primarily during the afternoon and evenings, in Kalamazoo County; and
- Performs other duties as assigned.

Qualifications

- Five years of youth development experience preferred; experience in social emotional learning, family engagement, and coaching adults preferred.
- Familiarity with concepts such as cultural agility, implicit bias, and trauma-informed care.
- Familiarity with quality youth development concepts and strategies.
- Willingness to embrace concept of “youth-driven spaces.”
- Availability to work afternoons and evenings.
- Excellent oral and written communication skills.
- Ability to work with adults and youth from different perspectives and backgrounds.
- Ability to function in a nimble, action-oriented team and engage with organizational Ways of Being.
- Preference for fast-paced, self-paced work environment.
- Ability to take initiative and offer new ways of approaching our work.
- Ability to learn and apply new concepts on a real-time basis.
- Superior group facilitation skills.
- Bachelor’s degree preferred.

Resumes can be submitted, with a cover letter, to meg@kydnet.org and will be accepted until filled.

Equal Opportunity Employer