

Cultural Mentorship Opportunity with ARCQE!

What: The Alberta Resource Centre for Quality Enhancement (ARCQE) is pleased to share news of expanding Coaching/Mentorship opportunities for contractors interested in supporting various emerging early learning & care projects and service initiatives delivered by ARCQE in the coming year. ARCQE is specifically hiring Cultural Mentors for the Southern Region of Alberta to participate in a new and exciting program aimed at providing eligible licensed programs with resources and onsite mentorship to enhance educator capacity reflective of unique program needs and diversity. Cultural Mentors within this program will be familiar with the *Early Learning Child Care Licensing Act and Regulations* and will be familiar with the principles and matters to be considered as the cornerstone of service integration and alignment in enhancing quality early learning environments.

To ensure that ARCQE is better able to meet evolving needs within the sector the organization is currently seeking engagement of additional qualified contractors to act as Mentors and key contacts for ARCQE in supporting diverse licensed programs and agencies across Southern Alberta. Cultural Mentors will provide onsite mentoring and culturally reflective practice strategies to support the mental, emotional, spiritual, cultural, and physical needs of all children.

Who & When: As an organization focused on building capacity and supporting quality for programs serving children from birth to 12 years of age, ARCQE is currently looking to enlist highly skilled and experienced early learning Cultural Mentors in Southern Alberta. Candidates should have extensive experience and knowledge of best practice, strong relationship building capability and expertise in the areas of childcare, family childcare, preschool, family day homes, innovative programs i.e., Women's Shelters and/or out-of-school care programs. They should be connected to their communities and subsequent resources. The desired strengths and skill sets of candidates should reflect a focus and commitment to a culturally sensitive and inclusive minded approach to practice and possess strong relationship-based communication skills.

Eligible applicants will be contacted for an interview and invited to an intensive 2-day orientation in August 2022.

Qualifications:

- Post-secondary education in Early Learning & Care or related, applicable field (minimum 2-year diploma or equivalent from public post-secondary institution).
- Require commitment to best practice and must possess provincial Level III Staff Qualifications Certificate
- Minimum 5 years working in the childcare field post credential
- Strength in both oral and written communication skills required
- Access to and proficiency with computer skills

Contract responsibilities may include but not be limited to:

- Attending annual contractor orientation, project trainings and professional learning events throughout the year to guide service delivery of various initiatives.
- Providing programs with culturally diverse resources that support the mental, emotional, spiritual, cultural and physical needs of all children.
- Build relationships with programs and support their confidence and competence in supporting cultural diversity in their program, staff training and overall delivery.
- Mentors will support program educators in enhancing their understanding of culturally sensitive practices and assist them to embed strategies into their programming and policies
- Mentors will familiarize themselves with the ARCQE virtual portal to access resources to support this work
- Cultural Mentors will support program/agency goals relating to best practice in areas of diversity and social responsibility as highlighted in Alberta's Curriculum Framework (Makovichuk et al., 2014)
- Ability to provide site-specific support to family childcare, preschool, family day homes, innovative programs i.e., Women's Shelters and/or out-of-school care programs; minimally 4-6 hours a month per program, including some planning & preparation time (may involve approved travel and virtual support)
- Ability to support individual educators, program leaders, and sites with facilitation of professional learning sessions or reflective practice dialogue focused on topics to supporting children's needs relating to diversity and social responsibility
- Facilitating collaborative cultural community relationships and program-pairing networking strategies in support of quality services for children and families.
- Ability to support uploading of information and/or program documentation from mentor visits to the ARCQE database.

Cultural Mentors will be able to serve a minimum of 3-4 programs a month. As the needs of each program may vary, the support hours per program and length of time visiting programs will be reflective of each of the programs needs. Caseloads for Cultural Mentors may vary throughout the year in an effort to support up to 160 programs annually, with the possibility of renewal and/or extension, based on caseload review and ongoing provincial priorities.

Where: Involvement of being a Cultural Mentor with ARCQE is a Southern Alberta Region initiative pending where childcare, family childcare, preschool, family day homes, innovative programs i.e., Women's Shelters and/or out-of-school care programs are situated. All Cultural Mentors may be paired with one or more sites as geographical location dictates, and contractor availability depends on location. ARCQE is recruiting Cultural Mentors from all across Southern Alberta. Geographical areas range from Pincher Creek to Elk Water and as far South as Cardston and Coutts, AB. Applicants with the above mentioned qualifications from larger Southern AB cities and towns as well as remote or isolated communities are encouraged to apply.

Cultural Mentors will schedule monthly onsite support visits through a blend of onsite visits and virtual connections when required. Approved travel-related costs to facilitate site-specific Mentorship engagement of rural/remote sites will also be made available. *(Parameters of travel support will be further outlined once Mentors have been determined and matched to sites and travel distance subsequently calculated).*

How to apply: Those interested in the possibility of contracting as a Cultural Mentor with ARCQE are asked to submit a formal “Letter of Expressed Interest”, Resume and 3 professional supporting references that speak to the following:

- *Availability* to meet the time commitment and contract expectations and responsibilities throughout the year as outlined.
- *Specific Interest:* Share with us prior involvement and related experience you have had in supporting diverse communities and programs.
- *Qualifications:* relating to specific educational background and experience areas within the sector including diversity training or working with Newcomers professional development training acquired. Please also describe any program experience including (i.e., center-based care, family childcare, preschool, out of school care, child care administration, academic instruction, and research-related work, related project work)
- *Commitment to ongoing professional learning* and evidence of ongoing professional engagement and knowledge building relating to practice trends and early learning and care research. (i.e., to working with Diverse communities, Newcomers, and or/ professional memberships, Conferences, engagement in regional and community groups, etc.)
- *Leadership skills:* as a facilitator, relationship-based practice skills, confidence with public speaking and presentations, strong communication and writing skills, and good critical thinking skills.

Desired start date: August 15th, 2022

Contract Remuneration:

This is a contract position varies remuneration rates based on service delivery rates aligned with the CCIMP project which will be reviewed with those selected for interviews.

For information about this contract opportunity, please remit questions and applications in care to aradhnaabraham02@gmail.com no later than August 12th, 2022.

Only successful candidates will be contacted. Thank you in advance for your interest!