

Massachusetts Commissioner of the Department of Early Education and Care

The Massachusetts Board of Early Education and Care is conducting a national search for its next Commissioner. The successful candidate will lead the Department of Early Education and Care to achieve its mission—to promote the healthy growth and development of Massachusetts children by overseeing and supporting the delivery of high-quality early education, out-of-school time programs, and residential and placement programs, as well as providing resources to families and communities.

The Department of Early Education and Care (EEC) endeavors to deliver the most effective high-quality, comprehensive early learning and development system in the nation. This requires ensuring that programs meet safety and best practice standards through regulatory review, technical assistance, and monitoring, and are supported in advancing to higher levels of quality through a system of standards and associated implementation supports. Early education and care includes formal programs for infants, toddlers, preschoolers, and school-age children during out-of-school time; group homes; foster care and adoption placement agencies; and residential schools for children with special needs; as well as programs in informal settings such as home visiting, and community-based family engagement networks.

The Commissioner, with a team of senior managers, leads 180 staff located in Boston and five regional offices across the state; manages the Department's budget of approximately \$600 million in state and federal funding, in coordination and collaboration with the Executive Office of Education, local, state and federal agencies, including the Department of Elementary and Secondary Education and the Department of Higher Education; and, works with policymaking partners and other key constituents, including the Legislature, the Governor, other state agencies, and local officials, to improve outcomes for young children and their families.

The Board of Early Education and Care is seeking a strong, experienced, and proven leader with in-depth knowledge of the education and/or social sector, as they relate to serving young children, to lead EEC in the role of Commissioner. The Board seeks a candidate who demonstrates passion around improving the lives of young children to provide them with the foundation that supports their development as lifelong learners, and who has the skills and competencies to:

- manage overall resources and operations for an organization with a budget of approximately \$600 million, and with the ability to effectuate on-going assessment and redistribution of resources to address areas of growth or concern, and to implement and guide a myriad of complex initiatives;
- cultivate and support a mission-driven culture while working to articulate goals and track progress/performance;
- work effectively in collaboration with stakeholders at all levels of the public and private sectors, including families, parents, caregivers, staff, program providers, community leaders, advocates, and partner organizations;

- formulate a strategic plan to advance the mission of the organization and collaborate with staff and stakeholders to direct the work, identify opportunities for improvement, and ensure statutory and regulatory compliance; and
- serve as the organization's primary spokesperson and change agent, communicating effectively to motivate and inspire others.

Reflective of national trends in the field of early education and care, the strategic work of the agency currently focuses on: quality improvement and workforce development initiatives for the mixed-delivery public and private system of early education and care; the development of a pre-K expansion strategy, which includes attention to public-private initiatives to both increase access and improve quality; and the redesign of business processes and operational strategies to ensure compliance with the new federal Child Care Development Block Grant (CCDBG) requirements. In the short-term, this action-oriented leader will work with the Board and the Executive Office of Education to oversee key initiatives, including:

- Finalizing and implementing revisions to the Commonwealth's quality standards for licensed early education and care programs;
- Finalizing and implementing revisions to the Commonwealth's requirements for the early education and care workforce, including promoting professional development and career pathways across related child-serving professions;
- Developing data analytics to guide the Department's work, inform quality improvement initiatives, and collaborate with the Board in setting strategic direction and evaluating progress;
- Ensuring that the Commonwealth is in full compliance with all federal Child Care Development Block Grant (CCDBG) requirements.

In addition to recent policy and program quality improvement work, and regulatory compliance work, EEC has been engaged in a business process redesign effort to assess EEC's "current state" as it relates to operations with existing staff, policies, regulations, and information technology applications, conducting an analysis of EEC's "future" state options, and to develop recommendations for redesigning EEC's business processes. This work will also support the development of the next strategic plan for EEC, as the Department enters the final year of the 2014-2019 Strategic Plan.

The ideal candidate will fulfill these responsibilities, in collaboration with the Board, to further strengthen the 10 year-old Department as the Commonwealth's leader for early education policy, a valued partner to the field, and a customer-oriented source of useful and timely information and support to parents and early education and care providers.

To inquire further about the opportunity, or to apply please forward a resume and cover letter to: EECCommissionerApplication@mass.gov.

Or candidates can apply directly at the MassCareers website:

https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=190002XF&lang=en&sns_id=mailto#.XKPF9JbnLA.mailto

About the Massachusetts Department of Early Education and Care (EEC)

EEC licenses approximately 9,000 child care programs, residential facilities, and foster care/adoption placement agencies that collectively have the capacity to serve an estimated 230,000 children. On a daily basis, EEC supports an average of 55,000 children from low-income households, and/or children experiencing developmental challenges and stressors, and children in the care or custody, including on an emergency basis, with the Department of Children and Families to attend a family or center-based childcare program. EEC also provides technical assistance to licensed programs on complying with safety and best practice standards, and assists programs in advancing to higher levels of quality through a system of standards and support, including professional development for nearly 100,000 early educators in the workforce.