



September 7, 2026

POSITION OPENING: Early Childhood Systems Coordinator

IN THIS ROLE:

Oakland Schools is seeking an experienced Early Childhood Systems Coordinator to join our growing unit. This position leads and coordinates efforts to strengthen and align Oakland County's early childhood system through the implementation of the Help Me Grow framework by convening cross-sector partnerships, advancing family leadership and engagement, supporting universal developmental screening and follow-up, strengthening connections between healthcare and early childhood systems, implementing a coordinated statewide enrollment system, and ensuring families experience seamless, centralized access to services through a "no wrong door" approach. The Early Childhood Systems Coordinator collaborates with families, healthcare providers, schools, early childhood programs, community organizations, and state partners to strengthen community systems, expand equitable access to services, use data to drive continuous improvement, and improve outcomes for children and families.

WHAT WE NEED:

- Convenes and facilitates regular meetings with healthcare providers, schools, community organizations, and families to strengthen early learning partnerships, drive shared planning, and elevate family leadership.
- Guides community partners in implementing a seamless "no wrong door" entry approach, ensuring strong alignment across Help Me Grow, Great Start Readiness Program (GSRP), Early On, and local literacy initiatives.
- Directs universal developmental screening and referral pathways for children from birth to age 5, providing leadership for Help Me Grow care coordination to ensure timely service connections and follow-up.
- Coordinates community outreach, training events, and statewide enrollment system implementation to boost child participation in early care and education programs and promote equitable service access.
- Collects and analyzes community feedback and reporting data (using MiECC, MIEC, etc.) to evaluate program fidelity, fulfill state/national assessments, identify service gaps, and drive continuous improvement.

WHAT YOU NEED:

- Master's degree required in child development, family studies, social work, psychology, human services, organizational development, international relations, public health, public administration, economics, interdisciplinary studies, or a related field with a minimum of three to five years of related experience.
- Demonstrated experience leading or supporting early childhood systems-building, collective impact initiatives, public health, or community-based family support programs.
- Proven success convening, facilitating, and building consensus across cross-sector coalitions involving education, healthcare, human services, and diverse community stakeholders.
- Deep knowledge of early childhood services, developmental screening, and referral pathways, with hands-on experience using data and feedback to evaluate programs and drive continuous improvement.

WHAT YOU BRING:

- Proven ability to lead complex early childhood initiatives—balancing strategic vision with daily operations—to align Help Me Grow requirements, program models, and multi-faceted priorities toward shared outcomes.
- Exceptional facilitation, communication, and relationship-building skills to convene, present to, and collaborate with families, healthcare providers, educators, community partners, and state agencies.
- Skilled in analyzing data, identifying system trends, and translating insights to drive continuous quality improvement across programs and services.
- Strong commitment to family-centered, culturally responsive, and equity-focused practices, with the self-direction to work independently while fostering strong cross-team collaboration.

WORK LOCATION:

Oakland Schools Main Campus
2111 Pontiac Lake Rd
Waterford, MI 48328

This position is eligible to participate in the **Summer Flexible Work Program**, which permits employees to perform their job duties for up to two days a week from a designated alternative location during the summer months.

SALARY DETAILS:

\$71,736 - \$89,589 salary based on prior relevant work experience.

Exempt position / 12-month work year.

WHY WORK FOR OS?

Aside from working with talented experts on important initiatives, when you join Oakland Schools, you'll also get these great benefits:



Pension Plan

OS offers the opportunity to enroll in a pension plan to help support your financial stability.



Professional Learning

OS provides various professional learning opportunities to advance your skill sets with education development.



Full Health Coverage

High quality, low-cost health insurance plans. Employer paid dental, vision, life insurance, short and long-term disability, and well-being benefits.



Flexible Vacation Time

Experience built-in vacation, including time off for winter and spring break and generous leave time, so you can have a healthy work-life balance.



Wellbeing Program

OS utilizes a holistic approach to provide resources that support the wellbeing of our employees.



Other Perks

You're eligible for preferred pricing on pet insurance, legal coverage for most of your legal needs, additional life insurance and access to the Student Loan Repayment Program (PSLF) for loan forgiveness in public service.

Public Service Loan Forgiveness (PSLF) Program

Working with Oakland Schools isn't just meaningful - it's financially rewarding!

Oakland Schools qualifies as an eligible employer for the Public Service Loan Forgiveness Program. The PSLF Program forgives the remaining balance of your Direct Loans based on the following requirements of eligibility:

- after the individual has made the equivalent of 120 qualifying monthly payments under an accepted repayment plan, and
- while working full-time for an eligible employer (for a weekly average, alone or when combined, equal to at least 30 hours)

For additional information, please visit

studentaid.gov/manage-loans/forgiveness-cancellation/publicservice

WHO WE ARE:

Oakland Schools (OS) is an Intermediate School District (ISD) focused on providing educational and technology services to local school districts in a cost-effective manner to provide students with a superior education. We also operate our Oakland Schools Technical Campuses (OSTC) and Virtual Learning Academy Consortium (VLAC). You will help students have the best learning experience possible through your work at OS! To learn more about us, visit <https://www.oakland.k12.mi.us/about>.

HOW TO APPLY:

To apply, please use the [Oakland Human Resource Consortium \(OHRC\) website](#). You will need to make an account on the OHRC website to apply. To access this application click the position title below:

[Early Childhood Systems Coordinator](#)

Oakland Schools is a member of the OHRC. Once you create your account, you will be able to apply for positions within our district as well as positions available through other member districts. All applications must be completed on the OHRC website. Please do not email or fax application materials to Oakland Schools.

POSITION DEADLINE: Applications will be accepted until **October 21, 2026, or until the position is filled.**

NOTE: Interested candidates must be available to interview **early to mid-November 2026.**

For questions regarding this position, please contact HRRecruiting@oakland.k12.mi.us

In accordance with state and federal law, Oakland Schools does not discriminate, nor permit discrimination, on the basis of race, color, national origin, ethnicity, religion, sex (including pregnancy or parental status, gender identity, gender expression, and sexual orientation), disability, age, height, weight, marital status, military service, veteran status, genetic information, or any other legally protected status, in its educational programs and activities, employment, or enrollment. The District also provides equal access to the Boy Scouts of America and other legally

designated youth groups. For questions or complaints regarding unlawful discrimination or harassment, employees should contact the Assistant Superintendent of Human Resources, Personnel Management, and Labor Relations at 248.209.2466 or Complaints@oakland.k12.mi.us. Students and others should contact the Civil Rights/Title IX Coordinator at 248.209.2467 or CivilRights.TitleIX@oakland.k12.mi.us.

This job posting is intended to describe the general nature and level of work being performed by a person assigned to this job. It is not to be construed as an exhaustive list of all job duties that may be performed by a person so classified. Incumbents may be asked to perform additional duties as required by his/her supervisor.