
Position Information: HEPNER FAMILY ADVOCATE

Supervised by: Family Engagement Director

Supervises: Does not supervise others

Salary: Coordinator V

Classification: Non-Exempt

Terms of Employment: Regular-Full Time

Job Goal:

To assist the Family Engagement Director in coordinating and implementing family and community strengthening, and comprehensive health services with families in full day Early Head Start Child Care Partnership program options. Implement the recruitment and enrollment process for the Early Head Start Child Care Partnership program.

Essential Responsibilities:

- Recruit, select and enroll children and families and maintain enrollment levels as prescribed by Head Start Policies and Performance Standards
 - Be knowledgeable of Agency eligibility requirements.
 - Attend monthly Family Advocate meetings as needed.
 - Assist in planning and implementing the recruitment process.
 - Identify and recruit children with documented disabilities/special needs.
 - Provide input to the Family Engagement Director to develop agency selection criteria.
 - Assist in recruitment by making a recruitment home visit for all completed applications for the area and completing the family assessment.
 - Ensure that highest risk families are referred to services needed and that education and support are available for the family.
 - Initiate and/or participate in family unity meetings with other community partners who are working with or can be of assistance to families in need of services and support.
 - Orient parents to Agency policies and program design at the center's "Open House"
 - Ensure that recruited applications are included on the waiting list for the assigned agency service area.
 - Ensure full enrollment of children at assigned center at all times.
 - Submit completed reports to supervisor in a timely manner.
 - Ensure that child care subsidy paperwork and tracking is completed and kept up to date for each family enrolled in full day, full year centers, to include collection and receipt of co-pay dollars.
 - Assist families in applying for child care subsidies with DHS.
- Maintain an adequate social services referral system for coordinating the resolution of family needs and goals and to promote family strengthening
 - Establish a partnership with families with sufficient home visits to:
 - Develop a plan to meet the family's stated goals
 - Work in collaboration with family, designated agency and community staff to assist families with resources to meet family's goals
 - Offer core services to include case management, parenting and child development education, assessment and community services
 - Develop and maintain working relationships with community resources/partners (DHS, CAPECO, DVS, Health Dept., Mental Health, Police and Schools) by making on-site visits

- Assist families in developing resources for resolving emergent social service needs and follow up with families on the appropriateness of the resources
- Refer families to appropriate agencies and follow up on referrals
- Orient and provide information to staff and parents regarding social services and community resources
- Assist in the implementation of an agency wide Parent Involvement Program
 - Work with center teams to encourage parents to be involved in all components and programs of the agency
 - Promote prevention and family strengthening activities (picnics, leadership training, parenting classes, sewing classes, quilting classes, etc.) with center staff and parents
 - Ensure that volunteers are always supervised and never left alone with a child
 - Be available as a resource person for Parent Center training upon request
 - Provide assistance to center teams for involving parents in all components and programs of the agency
 - Provide assistance to center teams for involving males/fathers in the agency programs Assist Volunteer Coordinator in implementing Men's support group, and other activities promoting Male/Father involvement in local area
 - Identify and recruit parents to participate in Community Leadership Training and other Community activities
 - Assist in the coordination of the agency-wide Wellness Day and promote activity with all parents. Work with families to problem solve around barriers to participation
 - Assist in the implementation of the agency's volunteer program
- Assist the Health Services Director in the Health Services component
 - Help families establish an ongoing relationship with health and dental care providers
 - When trained and assigned by the Health Services Director, complete hearing and vision screens for enrolled children in their communities within 45 days of enrollment
 - Ensure that all medical and dental screens and appropriate follow-up and/or referrals are completed, including initial education with parents with first screening and each 6 month follow up thereafter with HS families regarding Lift the Lip exams
 - Ensure that the nutrition assessments are completed and appropriate follow-up and/or referrals are completed to include discussing WIC/Nutrition goals with classroom staff and following up with parents
 - Encourage parents to complete required immunizations for their children and keep CIS/Immunization Record up to date with all changes routed to Data Entry Clerk
 - Participate in staffing to share information concerning health issues
 - Review ChildPlus Health Tracking record for accuracy, making changes and submitting them to Data Entry Specialist monthly
- Work with Full Day Teachers to prepare for the Comprehensive Parent Staff Conference for each child two times per year
 - Participate with team during preparation, as needed
 - Complete applicable portion of Comprehensive Parent Staff Conference Form
- Coordinate and implement parent education and support programs for agency families with outreach to the community
 - Encourage parents to attend parent education programs available through UMCHS and share opportunities of other parent education opportunities offered in the community
 - Assist families in resolving barriers to attending parent education/support programs
 - Actively promote Early Head Start Parent Education/Peer Support Group offerings within the community and with agency partners (distributing flyers, brochures, registration forms, etc.)

General Staff Responsibilities:

Employees of UMCHS aspire to the following:

- *A commitment to the agency's mission, vision, and values;*
 - *A commitment to equipping children and all who care for them for lifelong success*
 - *A commitment to excellence in everything we do;*
 - *A commitment to positive performance and a welcoming culture;*
 - *A commitment to outcomes, measured results and quality improvement;*
 - *A commitment to innovation and to what is possible.*
- Program Participation and Team Member
- Be present at work in order to provide consistency of services
 - Arrive to work on time; punctually attend and actively participate in all required activities, meetings, and trainings.
 - Be a respectful, cooperative, and reliable team member and participant in program activities.
 - Project a professional work image, both in dress and manner.
 - Demonstrate familiarity with employment policies, performance standards, work plan and commitment to mission and values in the performance of daily duties.
- Standards of Conduct
- Perform all work in compliance with UMCHS Standards of Conduct.
- Improve self-skills and education
- Fulfill role as mandated reporter as stated in Child Abuse and Neglect Policy
- And or any other duties deemed necessary by your supervisor

Educational Requirements:

- BA in Social Services, Social Work, Sociology or related field

Experience and Skills Requirements:

- One year experience in social work
- Current CPR and First Aid cards
- Demonstrate skill and proficiency in outreach and retention
- Experience and willingness to providing services to culturally diverse communities/families. Demonstrates a commitment to working well with parents, children, and staff of culturally diverse backgrounds.
- Ability to relate tactfully, confidently, sensitively, and non-judgmentally with parents, staff, and community partners
- Fluent in English and Spanish both verbally and written (preferred)
- Head Start experience (preferred)
- Community service experience (preferred)
- Multi-cultural experience (preferred)
- Ability to drive a private or Agency vehicle; must possess a valid driver's license and personal automobile or provide a plan that will allow fulfillment of position requirements

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is required to:

- Observe, compare, and monitor behaviors, records and data to determine compliance with prescribed standards
- Comprehend, analyze, and make inferences and references from written material

- Lift and move heavy and/or bulky objects up to 10 lbs.
- Sit for long periods of time with keyboard and do data entry at a computer.
- Occasionally required to stand, use hands to finger, handle, or feel and reach with hands and arms.
- Frequently required to drive, walk and climb stairs in the office and in a variety of community-based and home settings.
- Drive a private or Agency vehicle; must possess a valid driver's license and personal automobile or provide a plan that will allow fulfillment of position requirements. (A DMV Record check will be conducted prior to hire)
- Occasional filing is required. This would require the ability to lift files, open filing cabinets and bending as necessary;
- Produce written documentation with clearly organized thoughts using proper sentence construction, punctuation and grammar.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Work Environment/Conditions:

- The work environment includes indoor office environments or comparable spaces, families' homes and community spaces, with frequent exposure to outdoor weather when traveling to home visits and meetings. The noise level varies by sites, home visits, and meetings.
- Job tasks are performed in close physical proximity to other people

Agency-Wide Requirements:

- Current enrollment in the Child Care Division's Central Background Registry
- Current physical examination, drug screen, and TB screen documentation prior to hire
- Desire to work with low-income children and their families
- Communicate effectively with staff, families, children, and the public using the telephone and in face-to-face, one-to-one, and in group settings
- Fluent in English both verbally and written

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