



Social Program Caregiver Coach NWORTC

Diversity Division

ACCOUNTABILITIES: Plans, develops, and implements programs and improvements under the supervision of the Manager of Training and Development for the Regional Training Center. Responsible to assure compliance with all internal policies, procedures, child welfare standards, OAC and ORC rules, COA standards, and CFSR indicators. The employee will provide direct support to all county foster, adoptive and kinship parents, including Preservice training, parent coaching, plan events and supportive learning environments, crisis management and strategies for improving child placement.

ESSENTIAL DUTIES:

Assist agency in achieving CFSR standards and ensuring service delivery that focuses on Safety, Permanency and Well-being for the families served by the agency.

Provide one-on-one and group short-term coaching intervention that provides foster, adoptive, and kinship parents and other caregivers with hands-on, here-and-now tools for bringing about rapid and dramatic improvement in their child's behavior. Using a strategy customized to each family, coaches work with caregivers, to teach methods and tools that promote attachment and self-esteem while feeding the development of even more positive behaviors; to assist Caregivers with strengthening bonds while teaching children new and effective ways of interacting with their world. Integrates case management into a fluid practice of service that centers on a coaching mindset.

Work directly with county liaison in NWORTC catchment area to develop a coaching plan with service teams that support foster, adoptive, and kinship parents. The coach will be a resource and travel to each of the counties in NWORTC area to provide expertise on programs that support foster, adoptive, and kinship families to include individual and group coaching with foster parents. When a foster, adoptive or kinship has a crisis the coach can be contacted for supportive intervention to the family home via TEAMS or in person.

Work collaboratively with the foster parent coordinator, adoption coordinator to prepare and plan events for foster parent learning and development. Provide advisement on curriculum development to support learning and development of foster caregivers, adoption, and kinship families.

Promote preservice activities and have knowledge of the preservice curriculum so that as the need arises the coach will train and support preservice trainings for counties.

Maintains coaching files assuring data and information is reported and accurate in CAPS and other Data Files. Enters all coaching into Learning Management System. Assures accuracy in entry and validation through LMS and data checks.

Provide one-on-one and group coaching for caseworkers. Provide pre-service and CORE training for caseworkers as needed.

NON-ESSENTIAL DUTIES:

This employee is committed to practicing cultural competence by working respectfully and effectively with people of all cultures, classes, races, genders, ethnic backgrounds, religions, sexual orientations, mental and physical abilities, ages, and appearances in a manner that recognizes, affirms, and values the worth of individuals, families and communities and protects and preserves the dignity of each. This employee will adhere to the Agency's Guiding Principles by serving as a child welfare professional, valuing every child, honoring families, and valuing partnerships.

ESSENTIAL BEHAVIORS: Prolonged periods of sitting at a desk and working on a computer. Ability to occasionally lift and move objects weighing 10 – 15 lbs. Occasional pushing, pulling, kneeling, reaching, and standing.

SCOPE OF POSITION: Reports to: Manager of Training and Development

MINIMUM QUALIFICATIONS: Bachelor's degree in Human Services or Public Administration and twelve (12) months experience in delivery of social services or equivalent required. Master's degree in Human Services or Public Administration; with training experience preferred. Must be organized and able to clearly communicate in both written and verbal form. A valid Ohio Driver's License and automobile insurance is required. Ability to travel including out of state travel is required. Ability to operate standard office equipment (e.g., telephone, calculator, printer, audio visual equipment, computer, copying machine, automobile, fax machine). Demonstrated ability to model effective interactions and communication skills in cross-cultural situations required.

This is a grant funded position and continued employment is dependent on availability of grant funding and satisfactory performance within the position.