

Job Title: Parent-Infant Program (PIP) Specialist

FLSA Status: Exempt, Full Time

Department: Education

Prepared Date: May 2021

Reports To: Director of Parent-Infant Program

Starting Salary Range: \$51,300 - \$61,300 DOE

HSDC Commitment to Representation: We actively seek to recruit, hire, promote, and retain a diverse workforce that welcomes and engages people from every background and models the achievements of adults in the Deaf community. We strive to reflect the diversity of the Tri-County area, and for our families, staff, and Board of Directors to be equally diverse. We are committed to eliminating barriers to access and equity and see a diverse workforce as a key step toward this goal. We value our staff members, volunteers, and board members and their individual backgrounds, which further our ability to serve and learn from the diverse families that enrich our community. We invite you to join us on our journey.

The mission of Hearing, Speech & Deaf Center (HSDC) is to foster inclusive and accessible communities through communication, advocacy, and education. We envision an inclusive, accessible world where everyone is understood and respected.

For more than 60 years HSDC's Parent-Infant Program (PIP) is a birth to three service providing free parental support and coaching for the families of Deaf, DeafBlind, and hard of hearing toddlers. Families in King, Pierce, and Snohomish Counties are eligible to receive services.

PIP uses a bilingual/bicultural approach that emphasizes language acquisition in both American Sign Language (ASL) and English. While enrolled in PIP, families will develop their ASL skills to create a nurturing, language-accessible home for their Deaf or hard of hearing toddler.

Summary: Work on a collaborative dream team to provide early support services to parents, family members and caregivers with a deaf, deaf-blind, or hard of hearing child, ages birth to three, using an American Sign Language (ASL) & English (or the family's home language) bilingual approach.

Essential Duties and Responsibilities:

Direct Early Support Services (60%):

- Provide early Support services to target child and family outcomes in the family's home (or other natural environment)
- Provide direct services including: assessments and coaching around communication strategies, listening and spoken language, American Sign Language, and language development
- Develop Individual Family Service Plans (IFSPs) with the child's family and Family Resource Coordinator and serve as in informational resource and support toward meeting family-identified goals on the IFSP
- Coach families on how to incorporate an ASL & English (or the family's home language) bilingual approach into their daily routines
- Support families in transition to preschool by working with the parents and IFSP team and school district in compliance with WA State regulations. Ensure parents are aware of their education rights and responsibilities and coach them on how to advocate for their child's unique educational needs
- Participate in local tri-county agency Deaf and Hard of Hearing Work Force Collaborative, and regional professional learning community meetings related to deaf and hard of hearing birth-to-three services

Contract Compliance (20%):

- Conduct ongoing assessments on child's linguistic and global domain developmental skills
- Write summary reports after home visits
- Write progress reports for annual IFSP outcomes updates
- Maintain paperwork and records for each child on caseload
- Collaborate with other service providers for direct services, developing IFSP and transition plans in collaboration with family, FRC and other service providers.
- Attend local and regional meetings related to birth-to-three services as required by our state and local contracting agreements
- Prepare child files for county audits
- Preparing for and presenting at regional, state and national conferences

Partnerships with Families (20%):

- Organize and co-lead family groups for Deaf and hard of hearing children and their families enrolled in Parent-Infant Program. Develop appropriate material for lessons
- Perform work on weekends and evenings as needed to meet applicable deadlines
- Other duties as assigned

Supervisory Responsibilities: This position does not have supervisory responsibilities.

This position offers a generous benefits package including health insurance, life insurance, short- and long-term disability, flexible spending accounts, pre-tax savings program, paid sick/safe leave, vacation (starting at 13 days per year), 10 paid holidays, and 2 paid personal days each year. Exciting and additional benefits include all direct service and contract compliance mileage is reimbursed at the current federal government reimbursement rate, cellphone stipend, professional development fee paid in full, home office set up and technical assistance provided, flexible work hours.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education/Experience:

- Master's degree in Deaf Education, Early Childhood Education, Deaf Education, Audiology, Speech and Language Pathology or equivalent workforce and life experience to qualify for Washington State Exemption Process
- Experience with the bilingual ASL-English (or other home language) approach and a willingness to support both languages
- Knowledge of Deaf culture and community
- Experience working with young children and adults
- Knowledge of child development and early education theories and practices
- Experience with listening technology (hearing aids, cochlear implants, and FM systems)
- Must have basic computer skills, including word processing

Certificates and Licenses:

- Washington State teaching certificate, or ability to obtain, or equivalent work and life experience per exemption process
- CPR/First Aid/Blood Borne Pathogens certification, or willingness to obtain

Skills and Experience

- Native or near-native ASL expressive and receptive skills; ASLPI Level 4 or equivalent.
- Early Childhood Education experience, 2+ years working with children ages 0-3 in the early Support setting
- Experience with the ASL-English bilingual approach and a willingness to support both languages and the family's home language
- Demonstrated understanding of the developmental stages, needs, and interests of children ages 0-3 years old
- Demonstrated understanding of the developmental stages, needs, and interests of deaf and hard of hearing children ages 0-3 years old
- Demonstrated understanding of the mission, philosophy, values and teaching principles of the Parent Infant Program and HSDC
- Digital Literacy: The ability to use digital technology, communication tools or networks to locate, evaluate, use and create information.
- Excellent writing skills.
- Knowledgeable about the experiences and practices of the early support, coaching models, and bilingual language and brain development
- Aware of relevant legislation, policies and procedures to ensure that children are supervised and safe at all times, especially related to IDEA/ADA

Values and Personal Attributes

- Respect for and engagement with Deaf culture
- Keen interest and curiosity about the nature of early language acquisition and parent coaching model
- Commitment to social justice, educational equity and honoring family cultures
- Attentive to the many ways that families make meaning of the world
- Joy in working with children and adults.
- Prioritizing family culture, background and languages
- Embracing reflection as a tool for growth and learning; ability to learn from mistakes.
- Ability to engage with children, families and groups of all sizes.
- Able to build esteem while ensuring a safe and secure environment
- Respectful, flexible, consistent, fair, compassionate and understanding
- Exhibiting a sound work ethic and dedication to confidentiality and discretion

Meeting the Physical Demands of the Work Environment: The physical demands and work environment described below represent the activities and surroundings of the position. This position will require work at both HSDC and remotely (hybrid); therefore, some of the physical demands may exist at one or both locations. Traveling for in person home visiting, when deemed safe, will be required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Standing and sitting in families homes
- Ability to play with infants and toddlers
- The ability to sit for extended periods of times while provided virtual home visiting
- Ability to move along residential and urban sidewalks to get in to families homes
- Ability to move up and down two flights of stairs
- Coping with the demands and needs of small children
- Moving quickly during emergency situations
- Ability and willingness to efficiently travel efficiently, by personal motorized vehicle, across designated services area comprised of the Seattle metro, King, Snohomish and Peirce County

How to Apply

- Submit the following to humanresources@hsc.org:
 - Completed job application ([link to application](#))
 - Cover letter
 - Resume
 - A 3-minute video clip in ASL introducing yourself, your background, and any other information you wish to share about yourself
 - In your cover letter or in your video clip, answer the following question: “Our agency is actively engaged in dismantling racism, audism and ableism. What do you see as your role in this work?”

Please note - in order to have your candidacy reviewed and be considered for this position:

- 1) All requested information must be submitted (resume, cover letter, application, video clip)
- 2) A [pre-employment background check](#) is **required** via Washington State Department of Social and Health Services, per our Tri-County ESIT contracts

HSDC IS AN EQUAL OPPORTUNITY EMPLOYER