

Job Title: Part-time Paraprofessional Early Language Coach	
Department: Education/Parent-Infant Program	Prepared Date: September 18, 2025
Job Status: Regular FLSA Status: Non-Exempt	%FTE: Part time / 0.5 FTE
Reports To: Director of Parent-Infant Program	Pay Range: \$28.85 – \$31.25/hr

Summary:

The Hearing, Speech & Deaf Center (HSDC) is hiring an Early Language Coach (ELC) for our Parent Infant Program (PIP). The ELC works with families and caregivers who have Deaf, Deafblind, and Hard of Hearing children ages birth to three in Snohomish, King, and Pierce County as part of the Early Supports for Infants and Toddlers (ESIT, formerly Early Intervention) system. ELCs provide support for language acquisition and development through a bilingual-bicultural lens focusing on American Sign Language (ASL) and English (or other languages spoken in the home).

Supervisory Responsibilities: This position does not have supervisory responsibilities.

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 (Snohomish, King, and Pierce Counties), 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.

PRIMARY RESPONSIBILITIES: Provide strategies related to IFSP outcomes for families and caregivers in the home or other familiar environments such as parks, childcare, or libraries.

Direct Early Support Services (60%):

- Provide strategies, feedback, and resources to families and caregivers during home visits.
- Coach families on how to incorporate language use (ASL & English, or the family's home language) during daily routines.
- Complete assessments, write reports, and collaborate with Family Resource Coordinators, other ESIT providers, school district representatives, and/or families/caregivers during IFSP meetings and/or transition to Part B services.
- Organize and co-lead events for families, caregivers, and children enrolled in PIP.
- Lesson planning and coordination with families and caregivers for provision of services.

Contract Compliance (20%):

- Complete ongoing assessments of all areas of development, monitor any potential areas of concern, and write progress reports for IFSP meetings.
- Provide documentation of coordination, collaboration, and provision of services.
- Provide well-rounded, family-centered services by communicating and collaborating with other ESIT providers.
- Partner with other internal programs within HSDC including Rosen Family Preschool, Deaf and Hard of Hearing Services, and audiology/speech.
- Prepare child files for county audits.
- Attend PIP staff meetings and HSDC All Hands meetings
- Participate consistently in professional development opportunities.

Training and Mentorship Program (20%):

- Complete college coursework required to qualify as a PIP ELC according to DCYF/ESIT, including any of the following topics not yet covered in previous coursework:
 - Curriculum development
 - Family systems
 - Assessment
 - Early childhood development
- Complete HSDC PIP Mentorship Program
- Attend all workshops and trainings outlined by team leadership

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:**Minimum Qualifications:**

- Bachelor's Degree, preferably in Early Childhood Education, American Sign Language, speech-language pathology, or other related field.
- CPR/First Aid and Blood Borne Pathogens certification, or willingness to obtain.
- Participate in a provided HIPAA training at hire, and completed annually, and follow all HIPAA requirements surrounding Protected Health Information (PHI) as designated by HSDC's HIPAA Privacy and Security Policy & Procedure Manual
- Native or near-native ASL expressive and receptive skills.
- Knowledge of Deaf culture and involvement in the Deaf community.
- Early Childhood Education experience

Preferred Qualifications:

- Experience with assistive listening technology (hearing aids, cochlear implants, and FM systems) and understanding of audiograms.
- Knowledge of evidence-based practice for early childhood development.
- Knowledge of language development for bilingual children.
- Professional or personal experience in Early Interventions/Early Support for Infants and Toddlers (EI/ESIT)

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

- Ability to remain stationary for extended periods of time while providing virtual as well as in-home visits (60-90 mins)
- Remaining stationary and moving through families' homes
- Ability to move along residential and urban sidewalks to get into families' homes
- Ability and willingness to travel efficiently, by personal motorized vehicle, across designated service area (Pierce, King, and Snohomish Counties), including areas not served by public transit
- Visit family homes and other natural environments such as parks, libraries, and other community spaces

Disclaimer:

This job description is not to be construed as an exhaustive list of all responsibilities, duties, and skills required of this position. All HSDC employees may be required to perform duties outside of their normal responsibilities from time to time, as needed, to meet the ongoing needs of the organization.

Information on employee benefits can be found on HSDC's [Jobs](#) page.

To apply, email a current resume highlighting relevant experience and skills and a brief vlog describing why you are applying, how your previous experience qualifies you for this role, and where you found out about this position to jobs@hcdc.org