



INCLUSION/WELLNESS SPECIALIST

Exemption Status: Full-Time, Salaried, Exempt
Salary Range: \$50,000 – 60,000

ORGANIZATION OVERVIEW

Educare DC is a state-of-the-art, full-day, year-round school that serves children from birth to five years that are at-risk of academic failure. Building on the program foundations of Early Head Start and Head Start, Educare DC promotes school readiness by implementing effective programming aimed at preventing the development of an achievement gap in the early years. Educare DC is part of a larger national network that serves as a platform for broader change, inspiring high-quality programs in communities, improving public policies within each state, and demonstrating a comprehensive approach to the first five years of life and learning. As part of the Educare initiative, each school is a highly visible program that is host to a wide variety of visitors. The Educare model draws on a unique blend of private and public dollars, including child care, Early Head Start, Head Start, and other state and local education funding streams.

POSITION OVERVIEW

Under the direction of the Mental Health Coordinator, the Inclusion/Wellness Specialist will work with Educare DC and all partner sites, including families, to develop and implement individualized behavior plans for children ages birth to three, as well as individualized classroom interventions. These plans not only specify goals that target specific social emotional outcomes, but they also help the child access the school environment. The Inclusion/Wellness Specialist will support the Educare School and partner sites to support students with challenging behavior/social emotional delays to access our high quality language enriched curriculum with early learning experiences. The Inclusion/Wellness Specialist will be responsible for implementing all program requirements in adherence to all performance and outcomes standards as prescribed by the multiple funding and model requirements. By collaborating with teachers of students who exhibit a wide range of learning, mental, and emotional abilities, the Inclusion/Wellness Specialist plays an essential role in Educare's overall model of academic excellence for at risk children and their families. An essential component of the Specialist's position is the ability to communicate and work with families to support the development of their child with behavior challenges. The Specialist's position will require them to provide direct interventions for children (0-3) that need individual support, to coach classroom staff and directors on appropriate interventions, and to monitor appropriate implementation of classroom interventions for children with social emotional concerns (0-3). Caseload quantity depends on student need and enrollment in our program and partner sites.

REPORTING RELATIONSHIPS

- The Inclusion/Wellness Specialist reports to Mental Health Coordinator

MAJOR RESPONSIBILITIES AND KEY TASKS

Program Core Features of the Educare Model

- Participate in training to build an understanding of the Educare Model.
- Provide a high-quality early learning program that incorporates evidence-based curriculum and

instructional activities.

- Participate in Family Child Service Reviews as scheduled.
- Maintain professional competence through in-service education activities provided by Educare DC, the Educare Learning Network, and others.
- Meet with the lead teachers on a regular basis; review classroom and child data, develop an action plan, support goal achievement through active collaboration for children with special needs.
- Collaborate with the Family Engagement Specialist and other Educare personnel and support staff to promote individual children's goals relating to social emotional development.
- Participate in the local evaluation and national Educare Implementation Study, engaging in a system of reciprocal, regular data feedback and utilization for individualized planning for children and families and continuous program improvement.
- In support of ongoing, intensive professional development, the Inclusion/Wellness Specialist will attend and participate in all scheduled trainings, engage in coaching cycles with their classroom teams and develop individual plans for their own professional development.
- Provide an adapted curriculum focused on social/emotional development.

Curriculum

- Support children's ideas, initiatives, and creativity
- Assist and coach teachers in developing, selecting, and modifying instructional materials and plans to meet the social emotional needs of all children with a wide range of mental and emotional maturities.
- Model best instructional practices for students with special needs and delays
- Consult with classroom teachers on embedding social emotional practices in individualized and small-group instruction.
- Ensure that teachers are maintaining appropriate classroom climate to establish and reinforce acceptable child behavior, attitudes, and social skills.
- Develop and implement individualized interventions such as a behavior plan, and an IFSP in collaboration with classroom teachers.

Assessment

- Provide individual ongoing observations.
- Observe classrooms to determine staff's implementation of a healthy nurturing environment specifically documenting atypical behaviors.
- Assess social skills of children in various settings (i.e. playground, lunch, gross motor, garden, etc.)
- Collect anecdotal notes and portfolio items to assess development using individual files.
- Participate in Family Child Service Reviews for children on caseloads.
- Complete documentation of incidents in the child's file.
- Assure that files are complete, accurate, and confidentially maintained.
- Utilize observation data to complete Functional Behavior Assessments (FBAs) and Behavior Intervention Plans (BIP).

Home-School Connection

- Assist in parent teacher conferences and home visits at least twice a year when needed
- Develop activities for parents that promote parent participation and involvement in their child's mental health and social emotional development.
- Collaborate with the Family Engagement staff to promote these goals.
- Communicate regularly with parents by means of parent meetings, newsletters, home visits, trainings, and individual parent consultation.

Other

- Attend and facilitate staff trainings, staff meetings and parent meetings as requested to develop adult knowledge of social emotional development.
- Actively participate in the development and implementation of a personal Professional Development Plan.
- Collaborate with the Comprehensive Health Services team and other professional staff members in assessing and helping solve children's health and learning challenges.
- Collaboratively work with partner site Coaches, Instructional Coaches/Master Teachers and teachers to develop a functional behavior assessment and behavior intervention plan for students with behavior challenges.
- Provide examples of accommodations, interventions, and modifications for children with social emotional developmental delays.
- Be familiar with the Response to Intervention (RTI) process, and appropriately use it for students who may not currently have a diagnosed disability.
- In cooperation with other staff, carry out routine duties such as toileting, hand washing, cleanup, and supervision of children at all times, including outdoor play.
- Perform other incidental tasks consistent with the goals and objectives of this position
- Provide examples of accommodations, interventions, and modifications for children with social emotional developmental delays.

EDUCATIONAL AND EXPERIENCE REQUIREMENTS

- Master's Degree in Psychology, a related field (specializing in Early Childhood) or certification in Applied Behavior Analysis, or a related certification.
- Knowledge of culture, urban settings, and racial and economic disparities and its impact on education and child development.
- Knowledge and experience in the philosophy and practices of early childhood education, developmentally appropriate practice, emergent literacy and social/emotional development.
- Experience collaborating with parents in the education and care of their children.

ADDITIONAL JOB REQUIREMENTS

- Clearance of background checks as required by local, state and federal regulations.
- Physical examination and diagnostic tests as required by local, state and federal regulations.
- A bi-annual physical exam, drug screen and TB test are required as a condition of continual employment.



REQUIRED SKILLS AND ABILITIES

- Knowledge of early childhood and social emotional development for the specific age group (0-3)
- Knowledge of Head Start Performance Standards
- Knowledge of DC licensing requirements
- Knowledge of referral process for children with atypical behaviors (0-3)
- Knowledge of Individual Education Plans and Individual Family Service Plans
- Knowledge of the tiers of the Response to Intervention (RTI) Process
- Successful experience working in a team setting
- Ability to create a Functional Behavior Assessment (FBA)
- Ability to create and implement a Behavior Intervention Plan (BIP)
- Ability to work respectfully and cooperatively with all staff
- Ability to present a positive image of the organization to members of the community
- Ability to plan, organize and implement position responsibilities

ESSENTIAL JOB FUNCTIONS

- Advanced command of the English language and grammar, both verbal and written.
- Visual and auditory acuity within professionally determined normal ranges, with correction if needed.
- Manual dexterity sufficient to operate a computer and office equipment, including, but not limited to, the telephone, fax machine, copier, and tape recorder.
- Must be able to lift 40 pounds
- Must be able to travel
- Must be able to enter and exit a vehicle without assistance and withstand exposure to adverse weather conditions.
- Experience working successfully with a culturally diverse staff and clients

The salary range is \$50,000-\$60,000, commensurate with experience. Educare DC offers a competitive benefits package that includes medical, dental and vision insurance, retirement accounts with company match, paid leave, and more. Educare DC is proud to be an equal opportunity employer. Diverse candidates are encouraged to apply.

Submit your resume via e-mail to jobs@educaredc.org with “Inclusion Wellness Specialist” in the email subject line. If your email subject line does not have the position title listed, Educare may not consider your application.

For additional information on Educare DC and Educare schools, please visit www.educaredc.org and www.educareschools.org.