

Job Title: Early Language Coach (ELC)

FLSA Status: Exempt, Full-Time

Department: Education

Prepared Date: August 17, 2023

Reports To: Director of Parent-Infant Program

Starting Salary Range: \$61,300 - \$70,000

Summary:

The Hearing, Speech & Deaf Center (HSDC) is hiring for an Early Language Coach (ELC) for our Parent Infant Program (PIP). The ELC works on a collaborative dream team to provide early support services to parents, family members and caregivers with a Deaf, DeafBlind, or hard of hearing child, ages birth to three, using an American Sign Language (ASL) & English (or the family's home language) bilingual approach. This position is part of the early support services for infants and children (ESIT) serving three counties: Snohomish, King and Pierce.

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 home visits (or other natural environment) for early support services centered around child and family outcomes/goals.

Direct Early Support Services (80%):

- Provide assessments, coaching around communication strategies, and language acquisition.
- Coach families on how to incorporate language use (ASL & English, or the family's home language) in daily routines.
- Support families in transition (part C to part B) by working with the parents, IFSP team and school district in compliance with WA State regulations. Ensure parents are aware of their education rights and equal access to education based on their child's unique educational needs and coach them on how to advocate for their child.
- 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 and family sessions.
- Perform work on weekends and evenings as needed to meet applicable deadlines.
- Develop Individual Family Service Plans (IFSPs) with the child's family and Family Resource Coordinator (FRC) and serve as an informational resource.

Contract Compliance (10-20%):

- 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.
- Provide case notes and ongoing assessments on child's linguistic and global domain developmental skills.
- Write summary reports after home visits using best practices.
- Write progress reports for annual IFSP outcomes updates.
- Maintain paperwork and records for each child on caseload by uploading to county portals.
- Collaborate with other service providers for holistic service provision, including other HSDC programs (Audiology, Speech & Lang., Preschool, Advocacy and Interpreting).
- Attend local and regional meetings related to birth-to-three services as required by our state and local contracting agreements.
- Aware of relevant legislation, policies and procedures to ensure that children are supervised and safe at all times, especially related to IDEA/ADA
- Prepare child files for county audits.
- Attend and present at regional, state and national conferences.
- Attend All Hands internal staff meetings.
- Collaborate with colleagues in the education department.

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:

- Master's Degree in Deaf Education or equivalent fields serving 0-5 years of age (i.e., Early Childhood Education, Pediatric Audiology, Speech-Language Pathology, Cognitive Science, Social Work, Psychology)
 - Candidates with a bachelor's degree and a strong desire to serve the PIP population can apply through HSDC for an exemption from Master's Degree requirement. The exemption includes four state-mandated courses and professional development. Hiring is dependent on verification for qualification for exemption, and courses are taken post hire.
- 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

- Experience with the bilingual brain and evidence-based practice for early childhood development.
- Native or near-native ASL expressive and receptive skills; ASLPI Level 4 or equivalent.
- Knowledge of Deaf culture.
- Early Childhood Education experience, 2+ years working with children ages 0-3 in the early Support setting with families.
- Experience with assistive listening technology (hearing aids, cochlear implants, and FM systems).



Hearing, Speech & Deaf Center

Job Description

This position offers a generous benefits package including health insurance, life insurance, short- and long-term disability, flexible spending accounts (FSA), 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.

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.

- Standing and sitting in families' homes.
- Ability to play with infants and toddlers.
- The ability to remain stationary for extended periods of time while provided virtual home visiting (60-90 mins).
- Ability to move along residential and urban sidewalks to get into families homes.
- Ability to move up and down two flights of stairs.
- Coping with the demands and needs of small children.
- 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

If you are driven by a desire to make a lasting impact on the lives of children and families, and if you are passionate about redefining language and communication, we invite you to join our dynamic team at HSDC. Apply today to be a part of our innovative and inclusive organization.

Please submit your cover letter (or 3-minute video clip in ASL) and resume to jobs@hsrc.org. Applications will be reviewed on a rolling basis until the position is filled.

We thank all applicants for their interest, but only those selected for an interview will be contacted.

HSDC is an equal opportunity employer.