

DISTRICT SCHOOL BOARD OF PASCO COUNTY

JOB DESCRIPTION

Family Services Worker

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| Department: Early Childhood Programs | Job Code: 5046 |
| FLSA: <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Non-Exempt | Salary Schedule: 21B |
| Reports To: ECP Supervisor | Work Days: 188 |
| Board Approved Date: April 4, 2017 | Work Hours: 7.0 |

JOB GOAL: Responsible for ensuring appropriate comprehensive services for program families as established by Parent, Family, and Community Engagement (PFCE), social and health services, application and Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA).

ESSENTIAL DUTIES & RESPONSIBILITIES:

The following statements of duties and responsibilities are intended to describe the general nature and level of work being performed by individuals assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position.

1. Assist families with social and health services, family engagement, and application and enrollment processes as established by ERSEA.
2. Assist with obtaining required program documentation and maintain record keeping systems in order to track services and outcomes.
3. Assist with coordinating referrals for social services including housing, rent, utility assistance, and counseling.
4. Assist with obtaining resources from the community such as food, clothing, health, and dental services.
5. Facilitate and coordinate parent engagement activities, including parent meetings, program governance, parent education opportunities, community events, and other program functions.
6. Identify and follow-up on family needs through personal contact, written and electronic communications, conferences, and home visits.
7. Build relationships with families and communities to ensure needed support as required by the family partnership agreement and PFCE initiative.
8. Provide and/or arrange for transportation for children and their families to community agencies and program functions.
9. Communicate with department staff to ensure the delivery of comprehensive services for students and families.
10. Support Policy Council meetings by ensuring that elected parent representatives are able to attend by assisting with child care and, if needed, providing/coordinating transportation.
11. Participate in program functions, including Community Assessment, Self-Assessment, and Parent/Family Survey.
12. Perform other duties as assigned.

MINIMUM REQUIREMENTS:

Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the incumbent will possess the abilities or aptitudes to perform each duty successfully. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge and understanding of community resources and agencies
- Ability to work a varied work schedule to meet the needs of families in the program
- Ability to travel to a variety of locations within the school district
- Ability to communicate effectively with a variety of audiences, orally and in writing, including electronic media
- Ability to organize, prioritize, manage and carry out duties efficiently and within established timeframes
- Ability to establish and maintain collaborative working relationships with all stakeholders

EDUCATION, TRAINING & EXPERIENCE:

- High School diploma or equivalent
- Valid driver license and record of safe driving
- Must maintain a driving record that meets the standards of the District Safe Driver Plan. Driver license must be maintained as a condition of continued employment
- Obtain an initial health examination that includes screening for tuberculosis (Required of Head Start employees only)

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CERTIFICATES, LICENSES, & REGISTRATIONS:

- Credential or certification in social work, human services, family services, counseling or a related field
or
- An agreement to earn a Family Development Credential or comparable credential/certification and must begin working on the credential/certification within six months and completed within eighteen months of employment

PREFERRED QUALIFICATIONS:

- Bilingual
- Experience in early childhood, social services, or related field
- Experience in coordinating and conducting meetings
- Experience in working with low-income families

Current and former parents or guardians of children served by the Head Start program must receive preference for employment in Head Start program vacancies for which they apply.

SUPERVISORY RESPONSIBILITY: None

PHYSICAL REQUIREMENTS *(Describes physical conditions of this position):*

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| <input type="checkbox"/> | Sedentary Work | Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met. |
| <input checked="" type="checkbox"/> | Light Work | Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and / or leg controls require exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work. |
| <input type="checkbox"/> | Medium Work | Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects. |
| <input type="checkbox"/> | Heavy Work | Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. |
| <input type="checkbox"/> | Very Heavy Work | Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects. |

PHYSICAL ACTIVITY:

(Physical activities of the job are listed below and are with or without accommodations for disabilities for this position. Frequency of each applicable activity is noted according to the following: R = Regularly; F = Frequently; O = Occasionally, S = Seldom)

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| R | Sitting | Resting with the body supported by the buttocks or thighs. |
| R | Standing | Assuming an upright position on the feet particularly for sustained periods of time. |
| R | Walking | Moving about on foot to accomplish tasks, particularly for long distances. |
| O | Climbing | Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. using feet and legs and/or hands and arms. |
| F | Balancing | Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. |
| F | Bending | Lowering the body forward from the waist. |
| O | Stooping | Bending body downward and forward by bending spine at the waist through the use of the lower extremities and back muscles. |
| O | Kneeling | Bending legs at knee to come to a rest on knee or knees. |
| O | Crouching | Bending the body downward and forward by bending leg and spine. |
| S | Crawling | Moving about on hands and knees or hands and feet |
| O | Twisting | Moving body from the waist using a turning motion. |

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| R | Reaching | Extending hand(s) and arm(s) in any direction |
| O | Pushing | Using upper extremities to press against something with steady force in order to thrust forward, downward or outward. |
| O | Pulling | Using upper extremities to drag, haul or tug objects in a sustained motion. |
| O | Lifting | Raising objects from a lower to a higher position or moving objects horizontally from position- to-position through the use of the upper extremities and back muscles . |
| R | Finger Dexterity | Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm. |
| R | Grasping | Applying pressure to an object with the fingers and palm. |
| R | Feeling | Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips |
| F | Repetitive Motions | Substantial and continuous movements of the wrists, hands, and/or fingers. |
| R | Talking | Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly. |
| R | Hearing Acuity | The ability of perceive speech and other environmental sounds at normal loudness levels. |
| R | Visual Acuity | The power to see at a level which allows reading of numbers and text, operations of equipment inspection of machines, etc. |

WORKING CONDITIONS:

(Conditions the worker will be subject to in this position with or without accommodations for disabilities. Indicate all that apply to the position with an "X". Please note that there can be more than one condition.)

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| <input type="checkbox"/> | Outdoors | The worker is subject to outside environmental conditions. There is not effective protection from weather conditions such as wind, moisture, sunlight, extreme temperature changes, etc. |
| <input type="checkbox"/> | Indoors | The worker is subject to inside environmental conditions. There is protection from weather conditions but not necessarily from temperature changes. |
| <input checked="" type="checkbox"/> | Indoors and Outdoors | The worker is subject to both environmental conditions. Activities occur inside and outside. |
| <input type="checkbox"/> | Cold | The worker is subject to extreme cold. Temperatures are below 32 degrees for periods of more than one hour. |
| <input type="checkbox"/> | Heat | The worker is subject to extreme heat. Temperatures are above 100 degrees for periods of more than one hour. |
| <input type="checkbox"/> | Noise | The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above the ambient noise level. |
| <input type="checkbox"/> | Vibration | The worker is subject to vibration. There is exposure to oscillating movements of the extremities or whole body. |
| <input type="checkbox"/> | Hazards | The worker is subject to hazards. This includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places and exposure to high heat or chemicals. |
| <input type="checkbox"/> | Atmospheric Conditions | The worker is subject to atmospheric conditions. One or more of the following conditions affect the respiratory systems or the skin: fumes, odors, mists, gases or poor ventilation. |
| <input type="checkbox"/> | Oils | The worker is subject to oils. There is air and/or skin exposure to oils and other cutting fluids. |
| <input type="checkbox"/> | Respirator | The worker is required to wear a respirator. |
| <input type="checkbox"/> | None | The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work). |
| <input checked="" type="checkbox"/> | Other: | Other: Staff member may be working with families in the home setting; staff member will be traveling to agencies and making home visits |

MACHINES, TOOLS, EQUIPMENT:

(Machines, tools, equipment, electronic devices, vehicles, etc, used in this position.)

General office equipment, including personal computers, fax machines, copiers, telephones, etc.

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Pasco County School District will provide reasonable accommodations to qualified individuals with disabilities to allow them to perform the essential functions of the job when such individuals request an accommodation.