



POSITION: Early Head Start Infant Mental Health Transition Specialist (MHTS)

REPORTS TO: Health Services Lead

AGENCY SUMMARY:

Child Care Resources (CCR) has been at the forefront of the early learning landscape for 30 years ensuring that all children have equitable access to safe, engaging, and positive early learning experiences that promote school readiness and lifetime success. With a staff of 120 and a budget of \$13 million, CCR provides a broad array of services for families and child care providers so that they in turn can support the development and well-being of our children.

THE OPPORTUNITY:

The Early Head Start Infant Mental Health Transition Specialist (MHTS) takes a promotion, prevention, and intervention approach to partner with eligible families, Child Care Providers and Coaches for the purpose of strengthening the capacity of staff, families, programs, and systems to promote optimal social and emotional development and to prevent, identify, and reduce the impact of mental health challenges among children, families and caregivers. This will include a focus on interventions aimed at preventing suspensions and expulsions of young children. In addition, this position will coordinate and support perinatal supports and services, and work with team members to create recruitment and transition pathways to ensure the smooth transition of young children into and out of care. This position is a direct member of the Early Head Start (EHS) team within the Comprehensive Supports division of the Early Learning Services Department, and as such, is responsible for actively contributing to the strategic objectives of the department. This position reports to the Health Services Lead.

RESPONSIBILITIES:

Infant-Early Childhood Mental Health Consultation

Provide on-site/in-home Infant-Early Childhood Mental Health Consultation (IECMHC) services to eligible EHS families and Childcare providers in accordance with HSPPS, for the purpose of strengthening the capacity of providers, families, and systems to promote positive social and emotional development, and to prevent, identify and reduce the impact of mental health challenges among children and families. Mental health services to eligible families and childcare providers, including but may not be limited to:

- Child/Family Consultation – working collaboratively with parents, and/or child care providers to assess, understand and address child/family needs with an individualized plan
- Caregiver Consultation - working collaboratively with child care providers and Coaches to address attitudes, beliefs, practices and conditions affecting the quality of relationships between adults and

children; and/or in support of changes in practice and policy to benefit all children, families, adults in the early learning setting

Specific Mental Health Consultation activities may include:

- Provide two mental health focused observations per EHS Family Childcare Partners (FCCP) per year.
- Supporting reflection and problem-solving to build adults' capacity to address child/family, classroom, programmatic and systemic concerns
- Collaboratively developing individualized support plans for children and families and identifying culturally attuned, effective, and feasible strategies
- Responsible for tracking and follow up of child behavior health plans in accordance to HSPPS.
- Providing screening, resources and referrals for children, families, and childcare providers as needed
- Trainings for caregivers and families on topics such as Trauma Informed Care, Understanding and Managing Challenging Behavior, Expulsion Prevention and Inclusionary Practices, Stress Management and Self-Care, and others as appropriate.
- Participates in staffing for all children to bring mental health perspective, as well as provides consultation for IFSPs for children on intervention team, as required

Comprehensive Services Support

- Coordinate supports and services for enrolled pregnant women in accordance with HSPPS 1302 Subpart H. in conjunction with other Comprehensive Services team members including but not limited to development of recruitment pathways and supports, smooth transitions into care, access to resources and referrals, information and education services, father engagement activities, and post-partum mental health and wellbeing supports.
- Partner with the FSCD Lead on ERSEA and Transition related activities and supports, including special focus on HSPPS 1302.17, prevention of suspension and expulsion, as well as HSPPS Subpart G, transitions services into and out of EHS FCCP care; specifically providing direct support and mental health consultation for transitions of newborns into care and other impactful transitions.
- Coordinate and support of the delivery of health, nutrition and intervention services as needed in accordance with HSPPS 1302 Subparts D and F.
- Engage with regional/community early learning and behavioral health partners as assigned to build connections and establish regional referral options for children, families and providers, identify regional strengths/opportunities and service gaps/barriers.

QUALIFICATIONS:

Master's Degree or Doctorate in Social Work, Counseling, Marriage and Family Therapy, or Psychology, clinical licensure or license-eligible, and a minimum of 3 years' experience in mental health field, (candidates with experience with young children (birth- 5) and IMH endorsement will be prioritized).

KNOWLEDGE, SKILLS, & EXPERIENCE:

- Knowledge of and experience with mission focused communities, with an emphasis on Black and brown communities, including rural or urban Pierce county, and immigrant communities.

- Demonstrate knowledge of culturally appropriate anti-bias practice and theory, along with commitment towards continued professional development in this area.
- Have experience in child/family mental health and early childhood education.
- Have foundational knowledge in early childhood development and the importance of early relationships.
- Demonstrated knowledge of best practice interventions for supporting children exhibiting challenging behavior.
- Demonstrated knowledge of screening and assessment and facilitating referrals for young children, families and providers.
- Are committed to a collaborative, attuned, strengths-based approach to problem solving and capacity building with adults.
- Self-aware and engaged in reflective practice related to their work.
- Ability to work independently and self-motivate; majority of time is independent.
- Ability to analyze and interpret data.
- Effective written and verbal communication skills.
- Effective listening skills with the ability to give and receive critical feedback.
- Proven ability to work in a collaborative environment.
- Ability to maintain timely documentation/data entry into electronic data system; Assist with deliverable and reporting requirements.
- Proven ability to consistently meet monthly project goals.
- Ability to work occasional night and weekend hours.
- Washington State Driver's License, automobile insurance, and access to a reliable automobile. *This position is expected to travel across both counties and be available in all CCR offices.*

COMPETENCIES:

- **Mission-driven:** Demonstrates commitment to the mission and values of the organization.
- **Equity mindset:** Demonstrates the values of anti-racism; fosters an inclusive environment that facilitates diversity.
- **Communication:** Uses skillful written and oral communication with internal staff, teams, and community served; demonstrates empathy and listening.
- **Adaptability:** Adapts and responds to change; proactively seeks opportunities to be supportive of change that serves our mission.
- **Ownership and quality of work:** Manages own work, and work of teams when relevant, ensuring

delivery of successful outcomes.

COMPENSATION:

This is a full-time salaried position requiring a willingness to work some evenings and weekends. The expected salary range is between \$60,625 - \$71,323/yr., depending on qualifications and experience.

BENEFITS:

CCR's benefit package includes employer-paid top tier medical, dental and vision insurance plans for employees, 21 days of PTO per year in addition to 10 paid holidays, 3 floating holidays, and week-long office closure at year-end, flexible work environment, employer-paid life insurance, short-term disability/illness leave accrual, and 401k with 3% employer match.

CCR is an equal opportunity employer and we value diversity among our staff. We strongly encourage people of color, immigrants and refugees, people from the LGBTQ community, people with disabilities, and people from other historically marginalized groups to apply.

HOW TO APPLY:

Submit your resume, cover letter, and equity statement to hr@childcare.org. You will be asked to upload:

1. A resume
2. A cover letter, describing as specifically as you can how your experience, skills, and values are a fit with Child Care Resources' goals and mission as described in this announcement.
3. A brief personal equity statement, describing your skills and experience engaging with issues involving diversity, racial equity, and inclusion, and/or in advancing racial equity in organizations. **This statement should not exceed 300 words.**

To learn more about Child Care Resources, please visit www.childcare.org.