



Poudre School District

HUMAN RESOURCES DEPARTMENT JOB DESCRIPTION

Job Title: **Early Childhood Family Mentor (3Y to 5Y)**
Job Family: **Program Specialists**
Prepared/Revised Date: **May 1, 2024**

FLSA Status: **Non-Exempt**
Pay Range: **PS15H**
Job Code: **40504**

SUMMARY: Responsible for providing child development, health, social services and parent involvement opportunities to families with children ages three to five years old. Serve as a liaison between families, classroom staff and the community to promote improved school achievement of early childhood students enrolled in the Head Start program. Promote overall parent involvement and wellbeing with home visits, school involvement and referrals to community and partnering agencies.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Frequency of duties, percent of time and work year may vary based on department or building assignment.*

Description of Job Tasks	Frequency	% of Time
	Daily = D Weekly = W Monthly = M Quarterly = Q Annually = A	On an annual basis, e.g. 10 hours of a 40 hour work week = 10/40 = 25%
1. Schedule and conduct home visits with families. Plan and develop individualized family goals, parent education and family support which are culturally sensitive and strengths based. Encourage and support family literacy development and utilize social emotional curriculum.	D	30%
2. Utilize classroom and family data to assess individual family strengths and needs, and make individualized referrals to appropriate community agencies to improve self-sufficiency.	D	11%
3. Maintain records, collect data and generate reports as required.	D	10%
4. Attend work and arrive in a timely manner.	D	1%
5. Participate in the preschool classroom supporting the needs of the students they serve to develop a strong school to home connection. Support families in developing strong attendance habits.	W	20%
6. Collaborate with classroom teachers and staff to support goals and school readiness, including the Head Start student's transition from preschool to kindergarten registration. Support families in the kindergarten enrollment process.	M	10%
7. Participate in meetings, trainings, and professional development to continue professional growth.	M	10%
8. Assist Parent Education Specialist in planning and implementation of PACT (Parents and Children Together) and parent education and male involvement events; assist in the recruitment for parent education classes and PACT events. Participate in parent teacher conferences and other school events.	Q	5%
9. Collaborate with program staff (ERSEA and health) as well as partnering agencies to meet individual family needs and Head Start standards/regulations.	Q	1%
10. Perform other duties as assigned	Ongoing	2%
	TOTAL=	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- Bachelor's degree in Early Childhood, Human Development and Family Studies, Education, or related field required
- One to two years of related experience also required
- Equivalent combination of education and experience acceptable



LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire
- Valid US driver's license

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Oral and written communication skills
- English language skills
- Interpersonal relations skills
- Customer service skills
- Bilingual oral and written communication skills preferred
- Ability to effectively communicate to staff, students, families and community members utilizing cross-cultural and language skills
- Ability to maintain confidentiality in all aspects of the job
- Ability to manage multiple priorities
- Ability to follow Head Start Performance Standards
- Knowledge of community agencies
- Critical thinking and problem solving skills
- Ability to diffuse and manage volatile and stressful situations
- Skills in observing and assessing strength and needs of children
- Ability to create an atmosphere conducive to fostering parents as their child's first teacher
- Ability to work collaboratively with parents, support services personnel, community volunteers, and community agencies
- Ability to communicate effectively with parents, staff and community partners
- Knowledge of the ERSEA (Eligibility, Recruitment, Selection, Enrollment and Attendance) processes and procedures
- Knowledge of community services and resources
- Sensitivity towards the needs of diverse and high needs families
- Ability to support adult education learners
- Ability to effectively communicate to staff, students, families and community members utilizing cross-cultural and language skills
- Ability to maintain honesty and integrity in all aspects of the job
- Ability and willingness to adhere to attendance requirements, including regular and punctual employee presence
- Ability to promote and follow Board of Education policies, District policies, administrative guidelines, and building and department procedures
- Ability to communicate, interact and work effectively and cooperatively with people from diverse ethnic and educational backgrounds
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment, and report unsafe conditions to the appropriate administrator

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of and experience with personal computers and peripherals
- Operating knowledge of and experience with Microsoft Word, Excel, PowerPoint, Outlook, and/or other department software packages
- Ability to use student information system to track progress towards goals, complete referrals and submit information for the federal program information report. (PIR)
- Operating knowledge of and experience with standard office equipment, such as telephones, copier, fax machine, E-mail, etc.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	# of EMPLOYEES
Reports to:	EC Family and Community Engagement Coordinator	
Direct reports:	This job has no direct supervisory responsibilities.	



PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand			X	
Walk			X	
Sit			X	
Use hands to finger, handle or feed			X	
Reach with hands and arms			X	
Climb or balance	X			
Stoop, kneel, crouch, or crawl		X		
Talk				X
Hear				X
Taste	X			
Smell	X			

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds			X	
Up to 25 pounds			X	
Up to 50 pounds	X			
Up to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare			X	
Analyze			X	
Communicate				X
Copy		X		
Coordinate		X		
Instruct			X	
Compute		X		
Synthesize		X		
Evaluate			X	
Interpersonal Skills				X
Compile			X	
Negotiate		X		

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles	X			
Toxic or caustic chemicals	X			
Outdoor weather conditions	X			
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			



VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	X
Color vision (ability to identify and distinguish colors)	
Peripheral vision	
Depth perception	
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	X
Loud	
Very Loud	