



**Inter-County Community Council  
Head Start Department  
Position Description**

**Position Title: Home Visitor**

**Reports to:** Family Engagement Coordinator  
**Schedule:** Full Time: 40 hours/week; 9-12 Months; Monday-Thursday 9 hrs/day, Friday 4 hrs/day  
**Location:** Office TBD; Oklee office for training/staff days  
**Classification:** Non-Exempt  
**Pay Range:** Grade 06

**Summary**

To provide in home instruction, as well as group socialization experiences to parents and children to enhance the parents' ability to fill the role of primary educator of their child.

**Duties and Responsibilities/Essential Functions**

- Provide support for achievement of ICCC Head Start's school readiness goals for enrolled children.
- Create and maintain respectful partnerships with families.
- Create individualized lesson plans.
- Provide in home visits, delivering health, educational, nutrition, and child development information, supporting families in completion of all HS requirements.
- Provide referrals for service, identification of community resources, and goal setting.
- Provide support in parent and child activities, including modeling that encourages developmentally appropriate activities for the changing needs of young children.
- Work as a team with other area staff to host Family Events / Parent Committee meetings.
- Participate in ongoing recruitment of eligible children for the program, assist families with completing applications.
- Develop a comprehensive understanding and follow the Federal Head Start Program Performance Standards; MN state licensing guidelines; department policies and procedures, including the Code of Ethical Conduct; and any other rules and regulations of the program.
- Prioritize and plan work activities and use time efficiently and effectively.
- Maintain a good working relationship with co-workers, funders, vendors and other organizations.
- Attend required meetings, training, seminars, and conferences as needed/required to enhance expertise and professionalism in agency activities as scheduled by the Director and/or funding source, outside agencies, etc. to fulfill job/project(s) requirements
- Perform all other duties as assigned by Supervisor and/or Director.

**Education and Experience**

- High School Diploma or equivalent required.
- 6 Months of experience working with Families of Children ages Birth to 5 Years required.
- CDA (Child Development Associate) preferred, or complete within 3 months of employment.
- Associate Degree (AA) in Early Childhood or related field preferred.
- FSC (Family Service Credential) or comparable certification preferred, or complete within 18 months of employment.
- Knowledge of community resources and referral experience is highly desirable.
- Working knowledge of modern office communication systems: e-mail, voice mail, computer systems, and ability to operate office equipment; such as fax, copy machine and calculator.

### **Key Competencies**

To execute 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:

- Reliable, regular attendance.
- Must have flexible schedule to accommodate family needs for parent-teacher conferences / visits and family events, includes some evening or weekend hours.
- Effectively organize, prioritize, solve problems and handle multiple tasks while maintaining high quality of work and meeting deadlines. Frequent significant decision and problem solving abilities. Ability to respond appropriately to an emergency or crisis situation.
- Ability to supervise and monitor children to ensure a safe environment.
- Ability to respond competently and positively to the culture, traditions, lifestyles, language and values of each individual, family, and community.
- Ability to maintain the integrity of confidential employment, client and business information.
- A positive ambassador of ICCC and its mission as you represent the agency by your actions and by your language, following ICCC Code of Conduct.
- Display a positive, professional and respectful demeanor at all times toward employees, peers, professional contacts and participants served.
- Good communication skills; verbal and written, technical and non-technical.
- Pass a criminal background check prior to hire date.
- Ability to drive for program purposes.  
Travel to various locations for training and networking opportunities, occasional overnight stay(s) will be required. Proof of a valid driver's license and current vehicle insurance coverage.
- Must have satisfactory completion of a physical exam and health screening as required by HSPPS.

### **Physical Demands**

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions: While performing the duties of this Job, the employee is required to:

- Regular walking, standing, and sitting at a desk.
- Occasional kneeling, bending and sitting on the floor.
- Frequently lift and/or move up to 10 pounds. Occasional lifting up to 40 pounds.
- Specific vision abilities required by this job include; close vision, distance vision, and the ability to adjust focus.
- Specific hearing abilities required by this job include the ability to hear children at all times while in your care.

### **Work Environment**

Employee will be located in an office setting, may work independently or a part of a team. An office or desk space will be provided for paperwork and planning. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Acknowledgement**

This job description describes the general nature and level of work performed by an employee assigned to this role. It does not imply that these are the only duties and responsibilities to the job. The employee may be required to perform other duties as requested by the Supervisor/Director. All requirements are subject to change over time.

\_\_\_\_\_  
Signature

\_\_\_\_\_/\_\_\_\_\_  
Date

I acknowledge that this job description is neither an employment contract nor a legal document and does not alter the employment at-will status. I have received, read, and understand the expectations for the successful performance of this job.

\_\_\_\_\_  
Signature

\_\_\_\_\_/\_\_\_\_\_  
Date