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Position Announcement
Technical Assistance Specialist
Parents as Teachers

About Thrive

Thrive Washington advances high-quality early learning – with a commitment to innovation and equity – throughout Washington state, so that every child and family benefits. We proudly work with local, regional, state, tribal and national partners to support families, activate communities, advocate for young children and families, and influence public and private investment. Our closest partner is the state Department of Early Learning.

About the Position

The Thrive Parents as Teachers (PAT) Technical Assistance (TA) Specialist will work statewide, providing general program support to ensure local affiliates implement the PAT home visiting model with fidelity and maximize the agency's performance. The specialist will serve as a key member of the Thrive Implementation Hub that supports high-quality implementation of home visiting throughout the state. The work of the specialist will not replace or include the required PAT monitoring site visits, reviewing of case files, and other implementation support directly required and completed by the National Office – PAT Regional Implementation Support Specialist.

Thrive Parents as Teachers Technical Assistance: (80%)

- Collaborate with PAT Regional Implementation Support (IS) Specialist to provide technical assistance and ongoing coaching support to identified Washington state PAT programs via email, monthly calls, and Thrive training and site visits
- Work in partnership with PAT IS Specialist to plan quarterly Supervisory Connections and participate in monthly statewide calls
- Work with statewide partners, local affiliates and Visit Tracker to ensure HVSA-funded affiliates enter all data into required data system while providing on the ground support to the PAT programs around aligned performance measures
- Work with statewide partners, PAT local affiliates and Visit Tracker to ensure HVSA-funded Affiliates are entering all benchmark data into required data system while providing on the ground support to the PAT programs around the benchmarks
- Support local affiliate use of data for decision making
- Coordinate Thrive, Department of Early Learning and Department of Health trainings and meetings and support affiliate attendance at these meetings/trainings

Thrive Implementation Hub (20%)

- Work with other Hub staff and consultants to ensure a structure informed by Implementation Science and quality implementation of a portfolio of home visiting models for Washington state
- Collaborate with Thrive staff on processes, projects and cross functional teams to ensure home visiting is represented and integrated in Thrive work and early learning systems work across the state



- Serve on Washington state home visiting teams and relevant work teams to bring general expertise on capacity building, continuous quality improvement and family engagement
- Work with PAT Regional IS Specialist and National Office to support and build the voice of Parents as Teachers in the state of Washington

Key Qualifications

- 2+ years of PAT implementation and leadership experience
- A career path in early childhood work and specifically, home visiting experience
- Highly collaborative work style, able to empower groups and bring diverse thinking together through strong facilitation skills and ability to listen
- Experience facilitating reflection and impacting quality of practice through mentoring and coaching in social, health or education sectors for program improvement
- Ability to use data to assess quality, performance, and inform potential system and practice improvements
- Passion for overcoming the opportunity gap in learning for all children and families
- Ability to locate and obtain resources to promote professional development
- Effective verbal, non-verbal, and written communication skills
- Ability to establish goals, set priorities, and collaborate with others
- Demonstrated understanding of and respect for diversity (in ideas, individuals and groups), cultural sensitivity and inclusion in all areas of work
- Ability to accept and use feedback
- Interested in pursuing Washington State Infant Mental Health Endorsement
- A sense of humor and flexible demeanor for complex, shared team success

Education and Experience

- Hold Master's Degree in early childhood, social work, public policy, public health or a related field is preferred. Bachelor's Degree with extensive related work experience could replace the Master's Degree requirement.
- Completed all required Parents as Teachers trainings and ongoing professional development.
- Have 5+ years of experience in early childhood or family support programming; 2+ years of PAT experience, providing or overseeing the provision of home visitation to pregnant women or families with young children. One year or more (cumulative) experience teaching and coaching adult learners, public speaking, presentation, consultation and facilitation skills.

Location

Thrive Washington is located in downtown Seattle, but applications from remote locations within Washington state will be considered. Ability to travel around the state for activities and coaching is required. Schedule is negotiable, though generally Monday through Friday and is 1.0 FTE.

To Apply

Thrive offers a competitive compensation package that will match a candidate's education and experience. We also offer excellent benefits. To apply, please send a resume and succinct, grammatically correct letter of introduction to Melanie Krevitz at melanie@thrivewa.org. Applications will be reviewed on a rolling basis with a formal review scheduled for Tuesday, Feb. 28, 2017. The job is open until filled.



Additional detail denoting collaboration with National Parents as Teachers

Roles of National PAT Regional Implementation Support Specialist & Thrive TA Specialist	
PAT Northwest Regional IS Specialist	Thrive Washington PAT TA Specialist
Provide support and mentorship to the Thrive PAT TA specialist in area of PAT expertise	Serve as routine contact with Washington programs while working in coordination with PAT NW regional IS specialist when needed
Meet Monthly with the Thrive PAT TA specialist and join regular meeting with WA TA Specialist and Senior Home Visiting Manager	Supervised by Thrive but meet with National PAT NW Regional IS Specialist and Thrive Senior Home Visiting Manager on a monthly basis
PAT Model Representative in Washington state, partnering with organizations to further quality home visiting in WA State. This includes participating in State and PAT Model CQI, DOH and DEL meetings, WA State HV Advocacy Committee, and other presentations and meetings that require model expertise.	Attend and represent PAT LIAs at State and model CQI meetings, DOH and DEL meetings. Coordinate with PAT NW Regional IS Specialist for presentations and meetings that require PAT participation.
Work as lead partner with Thrive PAT TA specialist particularly with programs that are: *exploring affiliate status *installing or initially implementing a program *experiencing challenges in meeting essential requirements (Regional PAT IS Specialist will maintain at minimum a quarterly phone call to each program)	Will provide support to PAT LIAs who are fully implementing PAT and are meeting all Essential Requirements with typical programmatic needs and monthly calls. Join the PAT NW IS Specialist to support those LIAs indicated on the left when appropriate.
Collaborate with Thrive PAT TA specialist to offer monthly supervisory calls and Quarterly Supervisory meetings.	Participate in WA monthly statewide calls and partner with PAT Regional IS Specialist to hold Quarterly Supervisory meetings.
Ongoing support, instructions, and review and follow up activities for the annual Affiliate Performance Report and Performance Measures Report for WA PAT affiliates.	Oversees capacity assessments for LIA Affiliates. Supports affiliates with follow up activities based on annual APR and PMR.
Provide National insight/guidance around data work from the view of National PAT, support Thrive Washington State TA Specialist with growing in understanding of national data activities/perspectives.	Provide ongoing support to programs in the area of Visit Tracker and benchmark questions/needs for LIA Affiliates.