

Job Title: *Morgan County Interagency Oversight Group Family Support Partner*

Reports to: *Coordinator and High-Fidelity Wraparound Supervisor*

For job inquiries, Office Hours will be held: 04/26/22 – 05/05/22

Resume Review Begins Week of: 05/09/22

Position Open Until Filled.

MORGAN COUNTY INTERAGENCY OVERSIGHT GROUP:

The Morgan County Interagency Oversight Group, (IOG), is a Collaborative Management Program funded by the state of Colorado. It was established in Morgan County in 2008 as a way to support youth and families who are working with multiple agencies or at risk for working with multiple agencies and who are at risk for truancy, drug and alcohol abuse, behavior issues, mental health issues and more.

TRAILHEAD INSTITUTE:

Trailhead Institute is a public health institute whose mission is to advance innovation and collaboration in public and environmental health. With this in mind, the Morgan County Morgan County Interagency Oversight Group Family Support Partner will work with the Trailhead team to further both of the organization's mission and to operate in accordance to our organizational drivers of collaboration, capacity and justice. Furthermore, this position will ensure that a focus on inclusivity, diversity, and equity is incorporated throughout all components of this work.

JOB DESCRIPTION:

The Family Support Partner (FSP) position is designed to provide intensive levels of direct support for families. This position is a distinctly different job than the High-Fidelity Wraparound (HFW) facilitator, but they work closely with the facilitator to support positive outcomes for the family. Often, but not always, the family support partner is a graduate of HFW and should always be a family member of a person with complex emotional or mental health needs and system experience. Family support partners add value to HFW for several reasons. First, as someone who has experienced similar challenges, they can engage families at a deeper level than people without this experience. Second, they provide direct support to implement the theory of change. The FSP might be able to work deeply to help the family identify and engage some natural supports in the process as it moves forward. FSPs also help the family navigate uncomfortable environments.

RESPONSIBILITIES:

The FSP helps orient the family and helps the family understand how HFW can help address the families' needs. This includes helping the family understand how the HFW approach is likely different from other system involvement the family may have had previously. The FSP ensures the family understands the consent and release forms, and they gather information for the family that is utilized in the Strengths, Needs, and Culture Discovery. The FSP also helps the family identify their natural supports and prepare for the first team meeting.

The FSP helps the team understand the importance of, and feel comfortable with, family voice and choice and the family culture and strengths. The FSP encourages creative thinking and advocates for options that are aligned with the family culture and strengths. The FSP ensures the family understands the functional assessment and crisis prevention planning process. The FSP also checks in with family regularly to ensure their voice is being heard, their plans are realistic, and, if necessary, helps them complete their action steps.

The FSP continues to check in with the family regarding plans and action steps. When the plan is not working, the FSP explores with the family the possible reasons that the plan is not working and communicates with the facilitator about next steps. The FSP encourages the family to complete their action steps with motivation, support, reminders, and assistance, using the “do for, do with, cheer on” approach. The FSP supports the youth and family to take on increasingly active roles in HFW meetings and builds their self-efficacy.

The FSP supports the family to identify needs that will continue to require intervention after formal HFW ends. The FSP continues to help the family build natural supports who can support them after HFW ends, and helps the family identify the lessons learned through HFW. The FSP also checks in with the family to identify a culturally appropriate way to celebrate the family’s graduation from HFW.

Other Duties:

- Obtain releases of information and ensure confidentiality of individual information
- Model personal responsibility, self-advocacy, and hope
- Exhibits a non-judgmental approach, effective listening, good eye contact and positive interactions
- Complete all documentation required in a timely and legible manner
- Collect and present data collection and management that may be required to the IOG Coordinator in a timely and legible manner
- Complete all required system of care training
- Other duties as assigned

REQUIREMENTS:

A HFW FSP should have a broad base of experience with life and possess a diverse view of what families need to have to live better lives. An FSP must have lived experience caring for a child or youth with a serious mental health challenge. All support partners must work under supervision through a qualified professional and collaborate closely with a team of family members, natural supports, and professionals to develop and carry out individualized plans. FSPs must have outgoing personalities that support engaging people from diverse cultures, ages, and backgrounds, and the ability to establish and maintain healthy boundaries. A preferred FSP characteristic is an understanding of and experience with different

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systems, including schools, mental health, child welfare, juvenile justice, health, and others. Another preferred characteristic is knowledge of community resources and an ability to engage these. Ideally, FSPs are representative of the service population in demographic characteristics such as race, ethnicity, and languages spoken. FSPs should have at least a high school diploma or GED.

This is a full-time, non-exempt position. Hiring hourly range for this position is \$15.50-\$16.75 per hour. Trailhead Institute offers a generous benefits package including health, dental, vision, life, short-term and long-term disability, and a 401k with employer match.

To Interview Us: We will be holding **four office hours** during the two-week application period. This offers you an opportunity to schedule a 15 minute call and ask any questions regarding the job announcement or about either Morgan County Interagency Oversight Group or Trailhead as this role would be working closely with both organizations. If you are unable to make it to the scheduled office hours, check out our [Family Support Partner Q&A](#). Sign up for office hours at [Calendly](#).

To Apply:

- Send a resume
- Submit three professional references, including name, relationship, email and phone number
- and, **in lieu of a cover letter**, please answer the following questions in no more than one page:
 1. Tell us why you're attracted to this job and Trailhead Institute.
 2. What experiences do you want to share that you would bring to this role?
 3. What other (lived) experiences should Trailhead Institute know about to understand how you approach this work?

Submit all application materials via email to melissa.smith@morgancountyiog.org with the subject line: Family Support Partner.

Priority end date is Friday, May 6, 2022, with 'office hours' between 04/26/22 – 05/05/22. Applications will be reviewed and interviews offered to qualified applicants until the position is filled. Finalists will be asked to participate in a second interview.

Applications will be accepted until the position is filled, but full consideration will be given to complete applications received by 5/6/2022. Those who do not apply by this date may not be considered. Review of applications will begin the week of 5/9/2022. Only electronic submissions are accepted.

Trailhead Institute and Morgan County Interagency Oversight Group are dedicated to providing equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, race, color, veteran status, religion, disability, sexual orientation, gender identity, marital status or national origin. Trailhead Institute welcomes applications from all communities, educational backgrounds and life experiences, particularly from people of color, people within the LGBTQI+ community, immigrants or refugees, people with disabilities, and people from low- or moderate-income backgrounds.