



Washington Hands & Voices Guide By Your Side – Parent Guide Job Openings



What is Guide By Your Side?

Guide By Your Side is a program of Washington Hands & Voices that helps to assist families navigating new systems of care. Our program provides information and support to family members by parents who have similar experience raising and child who is deaf or hard of hearing. These individuals are called Parent Guides. Guide By Your Side began assisting families in 2010 and has served over 200 families throughout our state.

Who are Parent Guides?

A Parent Guide is a parent of a child who is deaf, hard of hearing, deaf/blind, or is deaf with additional developmental disabilities and/or health care needs. Currently there are five trained Parent Guides in Washington State. Training Parent Guides is extensive and ongoing. A Parent Guide provides support by meeting a family in person at a neutral location, as well as remotely utilizing different forms of technology.

What's so different about that?

Washington Hands & Voices, along with the Guide By Your Side Program is a parent led organization and is part of a larger grassroots international Hands & Voices organization (www.handsandvoices.org). We understand the challenges, and the celebrations of parenting a deaf or hard of hearing child. Most importantly, our organization offers support without any bias towards one communication method. We realize success is achieved in many different ways, and "What works for your child makes the best choice."

Currently, there are two very important positions open on our Parent Guide team. These include:

- **Bilingual in American Sign Language and written English to represent families using a bilingual-bicultural approach.**
- or
- **Bilingual in Spanish and English to represent Spanish-speaking families**

Qualifications:

Required –Must be a parent of a child who is deaf, hard of hearing or deaf-blind, Valid Washington Driver's License and reliable transportation required. Experience with using MS Office Suite (e.g. Word, Excel, PowerPoint) as well as social media.

Conditions of Work: This is a part-time, flexible position, up to 15 hours a month, \$13 per hour starting pay. Reimbursement for mileage and expenses. No benefits.

Application Procedures:

Provide the following information –

- Completed Application (Bilingual parent please fill out both the Spanish and English versions)
- Resume
- Two current letters of recommendation (1 professional, 1 personal) with contact information (email and phone)

Please email the completed packet to:

Christine Griffin

Guide By Your Side Program

gbys@wahandsandvoices.org

Timeline:

Position opens – March 28, 2016

Trainings:

Initial Parent Guide Training (mandatory) date to be determined

Position Begins – Following initial training

Note: Employment contingent on successful clearance of a Washington State Patrol and FBI fingerprint criminal history background check.

Parent Guide Job Description

General Description: A Parent Guide must be the parent of a child who is deaf, hard of hearing, deafblind, or deaf with additional disabilities who will undergo specialized training to provide support to families with children who are deaf or hard of hearing.

Specialized Skills and Knowledge

- Keen self-awareness: A good parent guide will be able to distinguish between personal belief systems and bias, and will never manipulate or skew information or input shared with a family.
- Parent Guides must be able to describe options for families in an unbiased manner consistent with the philosophy and mission of Hands & Voices.
- Parent Guides must be able to support families with diverse backgrounds regardless of the education- al and/or communication option they select.
- Parent Guides must have knowledge of local and regional resources. For parents of deafblind or deaf with additional disabilities children, Parent Guides must also have knowledge of the resources available to children with additional disabilities.

- Parent Guides must have an understanding of the unique needs of infants and youth who are deaf or hard of hearing. Parent Guides of children who are deafblind or deaf with additional disabilities must have an understanding of and experience with this unique set of needs.
- Parent Guides must have an understanding of the Birth to 3/Part C, early childhood systems, and Part B public education systems in their state and be willing to work collaboratively with the IFSP and IEP team members.
- Parent Guides will be able to demonstrate comfort in supporting parents through the emotions associated with learning of their child's diagnosis.
- Bilingual Parent Guides will possess a strong understanding of the unique challenges faced by families where English is not the primary language and will assist the family in learning through communication in their native language.

Performance Expectations

- Parent Guides are expected to meet identified protocols in a timely way. If the designated timelines cannot be met, Parent Guides are expected to contact the GBYS Program Coordinator and ask that the case be re-assigned.
- Parent Guides will provide their own transportation and must be willing to travel to meet with families. Mileage and other authorized expenses will be covered.
- Parent Guides will complete all necessary paperwork, including home visit logs and accurate documentation of their work, as outlined in the GBYS program protocol.
- Parent Guides will maintain regular contact with the GBYS Program Coordinator, as outlined in the GBYS program protocol.
- Parent Guides will have access to the internet and/or a fax machine, and be willing to conduct business via email and internet technologies as necessary.
- Parent Guides will attend a mandatory initial training and ongoing required trainings.
- Parent Guides will attend 75% of trainings provided, per year.
- Parent Guides will maintain standards of confidentiality, as outlined in the GBYS program protocol.
- Parent Guides will be members of and maintain good standing within the Washington Hands & Voices organization.
- Parent Guides must be authorized to work within the United States.
- Designated Parent Guides will treat all families with kindness and respect regardless of race, religion, socioeconomic status, or life style choices even if they are inconsistent or in conflict with their own values. If a Parent Guide feels that they are unable to support a family, s/he must inform the GBYS Program Coordinator. Any unresolved or repeated occurrences of unprofessionalism of this nature may be grounds for termination.

- Parent Guides will be active within their communities and leaders throughout the state or territory in which they live and work.

For questions please contact: Christine Griffin
Guide By Your Side Program
Coordinator
(425)268-7087
gbys@wahandsandvoices.org