

## Home Base Supervisor

**REPORTS TO:** Home Base Specialist

**FLSA STATUS:** Exempt

**STATUS:** Full-Time

**SAFETY SENSITIVE:** Yes

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### **Job Summary:**

Responsible for assisting with planning, development and implementation of management of Home Base option and Home Base Teachers, including monitoring, analyzing, and providing feedback concerning systems, information and budget items, including assisting with implementation of content contracts, collaborations, and memorandums of understanding as needed within the Home base option.

### **Essential Functions:**

The Home Base Supervisor will ultimately be evaluated on a combination of skills, dispositions and behaviors, some of which are related to the specific service area of this position and others that represent general expectations of all our agency employees.

The Home Base Supervisor responsibilities chiefly fall within the following essential functions, although s/he may perform other tasks and/or duties as assigned. The Home Base Supervisor will demonstrate competency to perform essential functions that include:

- Assists in the hiring process for Home Base Teachers.
- Arranges and facilitates regular supervisory meetings with staff to assure implementation of quality services.
- Performs supervisory duties and assure supervision of subordinates is regular, reflective and collaborative in nature.
- Monitors the performance, attendance, certifications, and required documents of HB staff.
- Meets and updates Regional Site Supervisors at least monthly.
- Communicates areas of performance improvement to staff and promote technical assistance that reflects the individual needs of staff and/or the team as a whole.
- Conducts probationary and annual performance evaluations based on quantifiable and objective criteria, utilizing agency forms and checklists designed for evaluations.
- Establishes recordkeeping and monitoring systems to assure program quality and compliance with Head Start Program Performance Standards (HSPPS)
- Ensures program compliance with codes of all state and local licensing agencies and grant requirements.
- Coordinates with local agencies, community service organizations and educational providers and partners.
- Designs and delivers training and formal presentations.
- Promotes consistent exchange of information by communicating in a professional manner through verbal and written means while maintaining confidentiality at all times.

### **Minimum Requirements:**

- AA degree in Management; Business; Personnel Management; Human Services; Education; Child Development or closely related field. Bachelor's degree preferred. All education must be from an accredited institution.
- Five years qualifying experience managing /supervising personnel.
- Two years assisting families in obtaining resources, working with low-income, culturally and linguistically diverse families.
- Two years participating in committees and workgroups.
- Requires advanced technology skills.
- Arizona's driver's license, proof of insurance, fingerprint card, and Social Security card, and provide as needed a vehicle for program business.
- Health Questionnaire is required at hire and will be updated every 3 years.
- Employee must be able to speak, read, write, and understand English.

**Knowledge, Skills, and Abilities:**

- Knowledge of Head Start Program Performance Standards, data processing methods, information storage, and information retrieval techniques required.
- Possess excellent oral and written communication.
- Ability to work with diverse populations, maintain effective working relationships with staff/public, purchasing, budget management, and strong team leadership skills.
- Demonstrate the understanding of CPS reporting system, signs and symptoms of child abuse and neglect.

**Physical Requirements:**

Able to perform the following physical requirements of the position with or without reasonable accommodation: critical sensory requirements include general vision; specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Hear or listen in the normal range (corrected) and speak and give directions clearly. Able to walk, sit, stand, kneel, crouch, crawl, reach, lift, carry, push, pull or otherwise move objects up to 10 lbs., and occasionally lift and/or move up to 25 pounds.

**Working Conditions:**

Work is performed in a classroom/office setting where minimal exposure to injury exists. Hours of work will generally be during regular business hours and average at least 40 hours per week. There will be work variations in work hours due to employee special projects, deadlines, and other concerns. PGCCS employees have the possibility of exposure to blood or other potentially infectious materials through collateral duty to their routine work assignments, such as rendering first aid if need arises, and seldom exposure to vibration, toxic conditions, odors, dust, mold and poor ventilation.

**Acknowledgment:**

This job description describes the general nature and level of work performed. The employee may be required to perform other job-related duties. All requirements are subject to change over time. I am fully qualified for this position and can perform the duties as described. I understand that PGCCS is an Affirmative Action/EEO/At-Will Employer and that PGCCS reserves the right to revise this job description as necessary.

I acknowledge that this job description is neither an employment contract nor a legal document. I have received, read, and understand the expectations for the successful performance of this job and my questions have been answered thoroughly.

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Employee Signature

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Date