

FAMILY-TEACHER'S CAREER LADDER

1. Family-Teachers

1. Live-in position only
2. Entry level position
 - a. Minimum 21 years old
 - b. Minimum High School diploma or GED
3. Base Annual Salary of \$22,500.00.
4. Education
 - a. 1 credit for each credit hour earned from an accredited college or university without earning a degree (maximum of 50 credits)
 - b. 1 credit for each credit hour earned from an accredited college or university in Human Service related courses without earning a degree (maximum of 50 credits)
 - c. 100 credits for Associates Degree
 - d. 200 credits for Bachelor's Degree
 - e. 300 credits for Master's Degree
5. Experience
 - a. 50 credits for each 12 months of experience in a paid or volunteer child care position
 - b. 25 credits for each 12 months of paid or volunteer experience in a Human Service related field.
 - c. Maximum of 200 credits.
6. Previous training
 - a. 1 credit for each 3 hours of documented workshops, seminars, etc. related to child care.
 - b. Maximum of 50 credits

2. Credits as related to Family-Teacher's salary

1. 50-100 credits.....	\$ 500.00
2. 101-200 credits.....	\$ 1,000.00
3. 201-300 credits.....	\$ 1,500.00
4. 301-400 credits.....	\$ 2,000.00
5. 401 + credits.....	\$ 2,500.00

3. Family-Teachers I

1. Live-in positions only
2. Six months of continuous service required.
3. Training requirements
 - a. Eighty hours of pre-service training (meet training criteria)
 - b. CPR, First Aid, and CPI certification
 - c. Complete Pre-Evaluation workshop, Ledger training, Interview training.
4. To become a certified Family Teacher a Family Teacher I must complete a Major Evaluation and meet criteria on a Certification Evaluation.
5. Responsibilities completed as outlined in current Family-Teacher's job description.
6. Increase of \$500.00 to annual base salary upon achievement of Major Evaluation.
7. Salary range for Family-Teacher I is \$23,000.00 - \$30,600.00.

4. Certified Family Teacher – Yearly Certification Evaluation

1. Live-in position only.
2. One year of consecutive service required.
3. Training expectation required yearly
 - a. Twelve hours of review in pre-service training as recommended by Consultant.
 - b. 8 hours of advance training as approved by Consultant and Mooseheart Training Coordinator. Training to be offered through training department.
 - c. Maintain CPR, First Aid, and CPI certifications.
4. Successful completion by meeting criteria in Certification Evaluation.
5. Responsibilities completed as outlined in current Family-Teacher's job description.

6. Increase of \$1,500.00 to current salary upon meeting criteria in Certification Evaluation. Any Certification Evaluation re-take results in maximum increase of \$1,000.00. If re-take of Certification Evaluation is required please refer to the Standard Operating Procedure for Certification Evaluation.

Focus and career advancement based on meeting Certification Evaluation criteria.
Goal of all Family Teachers is to become a Certified Family Teacher.

Family Teachers III and Family Teachers IV replaced by Support Couples and Support Singles. **Support couples and Support Singles will selected by the Community Administration using the following criteria** (Being a certified Family Teacher is not required to be a support couple or single.)

Please refer to attachment Support Couple/Support Single criteria.

SUPPORT COUPLE/SUPPORT SINGLE CRITERIA

1. Implementation of the Mooseheart Model of Care. Quality of implementation of the Model of Care and meeting Major Evaluation criteria required.
2. Outstanding support of Mooseheart and the Mooseheart Model of Care Criteria includes:
 - a. Positive comments and support regarding Mooseheart Model of Care.
 - b. Be a positive influence within your community and Mooseheart Campus.
 - c. Positive representative on committees.
3. Working together as a team and promoting a positive home environment. This includes working with co-workers, colleagues, and Administration in a positive manner.
4. Generalization of Behavior of your Mooseheart children outside of your care. This includes school behaviors, at athletic competitions, with relief help in the home, at Moose functions, and off –campus.
5. Visibility in the Mooseheart Community. This includes volunteering on campus, visiting school, attending games, attending community functions, participating in State days, participating on committees, and attending any campus activities. (Married couples must participate in activities as a couple)
6. Exceed expectations of training requirements. Fulfill all training requirements on time.
7. Build relationships with Community Administration and Consumers.
8. Advocate for youth that are having a difficult time.

Evaluation, Consultation, and Training Institute workshops are a privilege that would be requested by Coordinator and Consultant to the Coordinator of Training

Goal – Spread a culture of quality Family Teaching by having Support couples and Support singles promote a positive campus atmosphere while endorsing the Mooseheart Model of Care.

SERVICE DELIVERY FOR SUPPORT COUPLE/SUPPORT SINGLE

Pre-Service Training – First month - 3 months

1 - 3 months after pre-service training – Each month weekly phone call.
Two visits monthly - 1 Social, 1 Programmatic

Social Visit – Visit over coffee, lunch, etc. Answer questions, get to know each other.

Programmatic – Visit their home, or have them come to your home for observation. Invite a Family Teacher to a Family Meeting, watch total-up time, have them come observe support couple or support single, or a programmatic component in the Mooseheart Model of Care.

4 - 6th months

Weekly phone call. - 1 programmatic visit monthly

6th - 9th months

Weekly phone call –1 visit of your choice monthly

9th – 12th month

Weekly phone call -1 visit monthly programmatic – preparing for certification evaluation

Documentation Requirements – Support Couple or Support Single are required to document visits and phone calls made. No written feedback required.

Consultant of Support Couple or Support Single will ask monthly in consultation meeting if service delivery was completed. Consultant will document on Consultation Meeting form.

Support Couple/Support Single stipend

Support Couple stipend - \$500.00 each per 6 months

Support Single Stipend - \$750.00 per 6 months

Support couple and Support singles will be assigned one Family Teaching couple or one Family Teacher single.

Support Couples and Support Single will be assigned to Family Teacher couples and Family Teacher singles by Community Administration, and the Training Department.