

Mooseheart Child City and School



Our Beginnings

♥Mooseheart was founded in 1913 with the mission of providing a nurturing and caring environment for children.

♥In the beginning Mooseheart was for children and wives of deceased Moose members. The women were the teachers, cooks, and caregivers. They, along with the children, worked at the farm.

♥Up until 1994, for a child to be admitted to Mooseheart, there had to be a family member in good standing within the Moose Fraternity. Since 1994, Mooseheart has accepted applications from any child in need, regardless of the family's fraternal status.

♥Mooseheart is licensed through the Illinois Department of Children and Family Services. It operates under their guidelines for a Residential Child Care facility.



Funding

♥Mooseheart is privately funded primarily by the Moose fraternal organization, which has members in the United States, Great Britain, Canada and Bermuda.

♥Mooseheart currently has no state or federal funding. Mooseheart operates on the funds generated from an endowment, a percentage of the dues paid into the fraternity by the men and women of the Moose, and assistance from Moose Charities.

♥The guardians may pay for some of the children's tuition or tuition can be paid by the Social Security benefits of the children.

The Community

Mooseheart is made up of many different parts including:

♥30 residential homes♥counseling department♥ K-12 School♥ fitness center♥post office♥nature trails♥lake area w/cabin♥student center♥horse stables♥bowling alley and much more!!

Homes are divided into communities, which are managed by Community Coordinators and their Consultants.

♥[Community 1](#) is a community for Elementary, Junior High School and Senior High School boys.

♥[Community 2](#) is a community for Elementary, Junior High School and Senior High School girls and includes our youngest residents; both boys and girls.

♥In the Communities, the homes are Family Style, which means there are children of different ages, chronological and school ages. Each residential home in these communities operates under the Teaching Family Model, which is a Motivational System teaching social skills development. The Infant/Toddler, Preschool/ Kindergarten homes use a version of the model and also 1-2-3 Magic.

Family Teacher Position

Living Accommodations

Living quarters vary from home to home. Your quarters may consist of:

- ♥Single bedroom with a private bath or
- ♥Living room/bedroom with a private bath (usually for couples)

Your personal quarters will have:

- ♥high-speed internet capability ♥personal phone line ♥personal closet space

You may live in a home with:

- ♥a married couple ♥other singles



Staffing Patterns

As a Family Teacher, you will have the opportunity to work with and get to know a variety of children from several homes. You may:

- ♥live and work primarily in one home ♥work primarily in one home and live elsewhere on campus ♥work relief (single or married), which is varying assignments in a variety of homes within a community.

♥Regardless of your assignment, you will occasionally be required to work and spend the night in homes that you do not reside. This will allow us to provide coverage in the home while staff have regular days off, vacation, sick days, or holidays.

Church Attendance

♥Our children attend church services at our House of God. If on duty on Sundays, you will be required to accompany your children and may have to attend a service other than your own religion. All religious services on campus are rendered under either the Protestant or the Catholic Faith.

Scheduling Cycle

♥This position requires a large time commitment, and you will be giving up a large portion of your private life and your private time. You are encouraged to ask questions regarding the Scheduling Cycle.

Family Teachers scheduling is as follows:

- ♥FT on duty 24 hours a day, even overnight
- ♥on duty 5 days / off duty 2 days per week (with one additional day off per month).
- ♥days off begin and end at 8am

****Note: Scheduling cycles can change at anytime, for any reason, and may differ slightly from community to community, based on that communities needs and youth.**



Salary and Compensation

Family Teachers (Live in staff) **Taxable Income, Paid Bi-Weekly**

♥Base Salary is \$22,500 per year, plus compensation for education and experience; see Career Ladder information in packet.

♥Comprehensive benefits package beginning the 1st of the month following employment date.

♥\$500 increase at completion of Major Evaluation (approx. 6 months) for all levels, one time increase/evaluation

♥Annual increases based on progression through Career Ladder and/or an annual evaluation process-see Career Ladder information for details.

Non-Taxable Income

♥free room and board (over \$9000 savings per year) ♥full benefits (begin on the first day of the month following your start date) see benefit brochure.

The beginning of the Teaching Family Model

The Family Teaching program originated in 1967 by Family Teachers Lonnie and Elaine Phillips. The University of Kansas looked at what the Phillips were doing and decided to try replication. In 1972, the first successful replication of the Family Teaching Model was reproduced in 20 homes in North Carolina. In 1975, Lonnie Phillips became the Director of Youth Care at Boys Town and the program was implemented into 70 homes. The behaviorally based program has been implemented into hundreds of facilities nation wide. In 1998, Mooseheart became the second largest Residential Facility to implement the model since Boys Town.



Training in the Teaching Family Model

Family Teachers undergo rigorous training in order to begin working with Mooseheart children. Approximately 120 hours of training takes place that emphasizes youth rights and how to provide a safe environment for children and staff. Some goals of the program are: to teach youth skills for successful community and family life, to improve youth behavior problems, individualize specific needs of youth, and increase the likelihood of success. The Family Teacher's roles are to meet the needs of the children physically, emotionally, spiritually and socially. They are the youth's primary advocates, they protect the rights of

the children, analyze their behavior and assume responsibility for the youth no matter what his or her location. Family Teachers also nurture as a natural parent by establishing healthy relationships. This program is a positive, practical, planned, preventative and professional approach to teaching children.



A successful Mooseheart Family Home

One of the key ingredients to a successful Mooseheart Family home is the Family Teachers' daily teaching of skill and behaviors. When children learn alternative ways of behaving, they have more options to solve problems and a better basis to build relationships. Many children do not respond to natural consequences of their environment. Until the children begin to respond to the positive and negative natural social consequences of their environment, an artificial means of motivating them is necessary. This is why the motivation systems are part of the teaching process. In many ways the structured motivation is like the plaster cast physicians use to help heal a broken leg. It is very important in the healing process and its removal is a good sign that progress is being made.

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Hiring Process

Since Mooseheart is a childcare facility, we have an extensive hiring process for employee candidates before we can make an offer of employment. The following information is a breakdown of the hiring process.

Pre-Screening and Interview Day

Step One: Call the Mooseheart Recruiting Office to complete a pre-screen telephone call at **(630) 906-3631**, or toll-free at **1-888-755-2680**. If you meet all the requirements, and the position is something that you would be interested in, an information and application packet is mailed to you, for you to review the details of our facility and the Family Teacher position. Files may be downloaded from our website as well. After reviewing the information you can return the completed application and forms.

Step Two: Application is received by the Recruiting Office, and reviewed. If interested, a brief phone interview will be conducted to ask clarifying questions about your application, and then, possibly an on campus interview will be scheduled.

Step Three: Once an interview is set up, you will receive a confirmation letter and driving directions to Mooseheart, and your itinerary for the interview day. For those traveling over two hours Mooseheart will provide overnight accommodations at a local hotel the night before your interview day and the night after, at our expense. The interviewee will incur other travel costs.

Step Four: The Interview Day- Your interview will usually take place first thing in the morning, usually around 8:30 am. Your interview will take place in the Human Resource Office. The interviewers are typically the Community Consultants or Coordinators for homes in which you are being considered. Provided that the interview goes well, a campus tour will take place. After the tour, lunch is arranged for you and a current Family Teacher. After lunch, you will go for Psychological Testing located off-campus. After testing is complete, you will return to campus where a home-visit will most likely be arranged.

Process after the Interview

After the interview day is complete, there are several things that will happen on our end. This part of the process takes up to 15 business days.

- Your background is faxed into a company for a criminal background check and to verify all employment. This company might also verify education and social security numbers.
- Personal and professional references are contacted.
- A family member will be contacted for a reference.
- Letter from PsychCare Associates is received.
- Education is verified one or more ways; either through official sealed transcripts, copies of diplomas and/or contact with schools attended.
- Online search of Sex Offender Registries is conducted.

When the file is complete with all references, background, testing and verifications, then the file is circulated to three department heads for review. Once all of the departments have reviewed and signed off on the file, it is returned to the Human Resources department and the Recruiter will contact you to make the official offer of employment. If anything comes up during this time that brings us to the conclusion this would not be a good match, a letter will be sent right away.

Upon accepting the offer of employment, the last step is the pre-employment physical. That can be done through your personal doctor, or through a doctor in our area. The training procedure will be explained more at the interview time, and during the employment offer. A confirmation letter will be sent with training and moving information.

Hallmarks to the Mooseheart Model of Care

- Teaching Social Skills to Youth: Skills youth need when they leave Mooseheart. 182 skills. Teach alternative behavior to inappropriate behavior.
- Building Relationships with Adults and Peers: Most youth that have difficulties have problems with authority figures and don't have friends.
- Empowering Youth to Make Decisions: Youth will not always have adults around for guidance. They have to problem-solve on their own.
- Consistency: All Family Teachers and all staff are using the same principles and verbiage. We should all be on the same page

Qualities of Successful Family Teacher

Our Family Teachers must teach and model 4 critical concepts on a daily basis in order to ensure their success and prepare our youth for a successful start in life.

Fairness: Empower kids to make decisions by using family meeting, self-government, and manager system. Kids that make decisions for the home are more likely to accept consequences regarding the decisions.

Effectiveness: Using the Mooseheart Model of Care. Using all the tools- Preventive Teaching, Effective Praise, Corrective Teaching, Crisis Teaching, SODAS, Building Relationships, etc. One does not stand-alone. Teaching youth Social Skills. Being consistent.

Pleasantness: Rationally Detach- do not take things personally- Very, Very important. Use great Quality Components. Build relationships with youth by teaching to them, outings, having fun, helping them.

Concern: Build relationships with kids. Help 'em when they hate you. Help in their most difficult times. Be an effective crisis teacher/helper.

Highlighted sections are the Hallmarks to the Mooseheart Model of Care.

Thank you for your interest in Mooseheart and we hope you will take the time to visit our web site.

www.mooseheart.org.