

Job Description

Title:

Social Worker (“Opportunity Coach”)

Classification:

Contract role: 5 hours per week during program ramp-up, tapering to approximately 4 hours per week once families are stabilized.

Summary:

The Moving to Opportunity Fund (The MTO Fund) is a social impact real estate investment firm with a double bottom line mission: to put low-income children born into concentrated poverty on the path to college by providing their families with access to housing and supportive services in communities with high performing public schools, while delivering market rate returns for investors. The MTO Fund is partnering with Partners in Opportunity (PIO), an affiliated 501(c)(3) nonprofit organization to provide supportive services for the children and families in the MTO program. The PIO supportive services program is a two-generation model (i.e. it seeks to support children as well as parents), and is grounded in three primary pillars: helping families to maintain housing stability in a high opportunity neighborhood; helping families to build community and social capital; and providing—or facilitating connections to—robust, child-centered interventions to ensure that children in the program are on the path to college readiness.

Partners in Opportunity is seeking a candidate to serve as the organization’s founding “Opportunity Coach”—providing support for the children and parents in the PIO program and advancing the organization’s mission of ensuring that children in the program are on the path to college readiness. In keeping with PIO’s two generation approach, the role will involve direct interventions with children (socio-emotional and behavioral support, academic progress monitoring, targeted referrals) as well as “mobility mentoring” and coaching for parents. A key element of the role will be to function as a liaison between the school system, parents, and PIO, and to assist parents in advocating for their children. Finally, in addition to these core responsibilities, the Opportunity Coach will establish and manage a cohort program for parents with monthly events aimed at uniting families around the program’s mission of putting children in the program on the path to college, building relationships and camaraderie with other parents, and equipping parents with key insights and best practices from the field of child development.

Job Duties & Responsibilities:Coaching for parents

- Support parents to achieve economic self-sufficiency through a strengths-based coaching approach.
- Develop and maintain a close, trusting relationship with parents through home visits, in-person meetings, calls, e-mails, and text messages.
- Consistently reinforce the importance of college attendance for PIO children and leverage parent relationships to generate buy-in.
- Gain an in-depth understanding of the [EMPath Program](#) – the template “Mobility Mentoring” program that PIO is using to help parents achieve economic self-sufficiency. Implement the program with fidelity, while adapting it to PIO’s unique context.
- Use the EMPATH model to coach parents to set goals for themselves, hold parents accountable for those goals, and ultimately help them to progress to higher rungs in the various domains on EMPATH’s

Bridge to Opportunity (see attached): childcare, transportation, physical and mental health, social capital, debts, savings, educational attainment, income, and job satisfaction.

- Assist parents with job search and job placement and, where appropriate, provide referrals to partner organizations specializing in workforce development and skill-building.
- Assist parents with long-term career planning and goal-setting.
- Work with parents to ensure that they are financially stable, with sufficient income to cover living expenses and bills. Promote financial literacy via direct coaching and service linkage.
- Provide supportive counseling and psycho-education regarding wellness and mental health hygiene to parents. Facilitate referrals and monitor follow through for mental health services as needed.
- Support parents as they acclimate to their new neighborhood. Collaborate with the PIO Community Director to grow parents' networks in the community, to identify activities of interest, and to enhance parents' sense of belonging and well-being.

Direct support for children

- Provide consultation to parents on best practices that promote healthy child development and kindergarten readiness (e.g. attachment, schedules and routines, sleep, screen time, the importance of serve-and-return interactions).
- Rigorously monitor the academic progress of children in the program to ensure that they are on the path to college. Review key student achievement data generated by the school. Collaborate with PIO's Community Director and volunteer tutors to administer assessments to develop an independent gauge of academic progress: e.g. DIBELS testing, assessments of key math skills, etc.
- Build relationships with each child through regular check-ins. Leverage those relationships to motivate and support the child in meeting goals at school and at home and to inspire the child to internalize the program's overarching goal of college readiness.
- Identify the strengths and interests of each child. Work with parents and teachers to cultivate these strengths and interests and to build them into their interactions with the child.
- Assess each child's social, emotional, and behavioral functioning through direct observation and reports from parents and school staff. Provide targeted support as needed: e.g. affect regulation, social skills, study habits.
- Connect families to resources in the community to address identified needs for each child: e.g. referrals for specialized therapy or comprehensive psychological testing.
- Review after-school and summer program options with parents and monitor enrollment, attendance, and students' satisfaction with each activity.
- Review early childhood education options with parents and assist with enrollment as needed.

Program development

- Establish PIO's Cohort Program. Plan and coordinate monthly cohort events for PIO parents. The purpose of the cohort events will be threefold: (1) to unite families around the program's mission of putting children in the program on the path to college (e.g. a college tour or a presentation from a college admissions counselor); (2) to build relationships and camaraderie with other PIO parents (e.g. through social activities); and (3) to equip parents with key insights and best practices from the child development literature (e.g. a workshop on literacy development or growth mindset).
- Work with the Executive Director to create program templates (e.g. for goal-tracking, for budgeting, etc.)
- Collaborate with PIO's Community Director to create a comprehensive guide for families outlining resources in the local community and in DFW more generally: sources of free or low-cost furniture, food banks, healthcare providers and clinics, etc.)
- Conduct research to create a curated list of high quality early childhood education options for children in the program.

Liaison between parents, the school, and PIO

- Serve as a liaison between parents, school staff (teachers, administrators, counselors, etc.), and PIO.
- Assist parents with enrollment of school age children in the local schools.
- Support parents in advocating for their child's needs in the school setting.
- Work closely with parents to collect key student achievement data as well as information on student behavior. This data to be collected in conjunction with parents through a combination of: report cards, progress reports, standardized test scores, student-teacher conferences, and frequent informal conversations with teachers.

Administration

- Participate in check-in calls with PIO's Executive Director: weekly during the initial ramp-up phase, tapering to bi-weekly once families are stabilized.
- Regularly update a dashboard with data on families in the program: progress across the various domains on the Bridge to Opportunity, current goals, key student achievement data, etc.
- Log hours by activity to assist PIO in refining the scope of Opportunity Coach role going forward.

Qualifications:

Our ideal candidate aligns to the following:

- Viscerally excited about helping low-income families put their children on the path to college and strongly convicted that all children in the program, regardless of their background, have the potential to attain a college education.
- Capacity to gain trust and build relationships easily and naturally with diverse constituencies: low-income families as well as teachers, school administrators, partner organizations, and community leaders.
- Experience working with and coaching low-income adults (e.g. job and career goals, financial literacy and budgeting, positive parenting practices)
- Experience working with low-income children, preferably with some experience in a school setting.
- Experience providing community-based and in-home supportive services.
- Knowledge of best practices and research on healthy child development.
- Strong knowledge of community resources and supportive services in the DFW area.
- An entrepreneurial spirit and an enthusiasm about the prospect of creating systems and templates and developing a new program from the ground up.
- Highly organized. Plans, organizes, and schedules in an efficient, productive manner to focus on key priorities.
- Master's degree from an accredited university.
- Holder of one of the following Texas licenses preferred:
 - LCSW – Licensed Clinical Social Worker
 - LMSW – Licensed Master Social Worker
 - LPC – Licensed Professional Counselor
 - LMFT – Licensed Marriage and Family Therapist
 - LSSP – Licensed Specialist in School Psychology

Working Conditions:

- Contract role: 5 hours per week during program ramp-up, tapering to approximately 4 hours per week once families are stabilized.
- Compensation: Hourly rate commensurate with experience; mileage reimbursement; partial cell phone stipend.
- Flexibility to set your own hours to work around other commitments (e.g. a full-time role elsewhere)
- Start date: Immediately

- Must live in the DFW area and must be able to meet with families and school staff as necessary.

Application Instructions:

- Individuals interested in applying should reach out to PIO President Hans Buder by e-mail at Hans@MTOfund.org

Name:

Date:

THE BRIDGE TO OPPORTUNITY



Family Stability		Well-Being		Financial Management		Education and Employment		
Childcare	Transportation	Physical and Mental Health	Social Capital and Community	Debts	Savings	Educational Attainment	Family Sustaining Wage	Job Satisfaction
My childcare arrangements allow me to fully engage in work and/or school	I own a fully reliable vehicle that can be trusted to meet my family's needs	I am fully able to engage in work, school, and family life with no health or behavioral issues	I use my own resources and networks to advance personal goals and objectives and I help others meet their goals	I have no debt other than mortgage, education, and/or car loans, and current on all debts	I have savings of 3 months' expenses or more	I have a Bachelor's degree or higher	Earnings = 80%+ AMI Household Size 2: \$55,200+ 3: \$62,100+ 4: \$68,950+	My employment offers generous benefits, a predictable schedule, and meaningful work I am building a career
Childcare issues rarely prevent me from going to work or attending school (i.e. emergencies)	I own a vehicle that rarely breaks down	I have minimal disruption to work, school, and family life due to health or behavioral issues	I have a growing support system that offers consistent assistance in helping me achieve my personal goals and objectives	I am current on all debts and making more than minimum payments on one or more debts	I have savings of more than 2 months' expenses but less than 3 months' expenses	I have an Associate's degree or professional certification	Earnings = 50% - 79% AMI Household Size 2: \$34,500 - \$55,199 3: \$38,800 - \$62,099 4: \$43,100 - \$68,949	My employment offers decent benefits and a predictable schedule I have some opportunities for advancement
Childcare issues sometimes prevent me from going to work or attending school	I own a vehicle that is somewhat reliable, but it often breaks down	I have occasional disruptions to work, school and/or family life due to health or behavioral issues	I have an emerging support system that offers intermittent assistance in helping me achieve my personal goals and objectives	I am making minimum payments on all my debts	I have savings of at least 1 month's and up to 2 months' expenses	I have completed job training or have a certificate (beyond high school)	Earnings = 30% - 49% AMI Household Size 2: \$34,499 - \$20,700 3: \$38,799 - \$23,300 4: \$43,099 - \$26,200	My employment offers limited benefits, an unpredictable schedule, and/or limited opportunity for advancement
The lack of reliable childcare is a significant barrier to my ability to work and/or attend school regularly	I own a vehicle, but it is not reliable and cannot be trusted to meet family's needs	I have regular and recurring disruptions to work, school and/or family due to health or behavioral issues	I have a limited support system that offers inconsistent help when needed to help me achieve my goals	I am behind in payments on one or more debts and making payments on at least one debt	I have less than 1 month of savings	I have a high school diploma or GED	Earnings = < 30% AMI Household Size 2: < \$20,700 3: < \$23,300 4: < \$26,200	My employment offers no benefits, an unpredictable schedule, and/or no career path or opportunities for advancement
The lack of childcare is the reason I am unable to work and/or attend school	I am completely dependent on public transportation or the generosity of others to meet my transportation needs	I have severely limited engagement in work, school and/or family due to significant health or behavioral issues	I have no network or support system to help me achieve my goals	I have defaults and/or am not making payments on all or most of my debts	I have no savings	I have less than 12 years of education and no GED	I have no regular and consistent source of income	I am not employed