



Franklin County Children Services

POSITION DESCRIPTION

About us:

Franklin County Children Services (FCCS) is a large, metropolitan child welfare agency with more than 300 caseworkers and 400 support staff members dedicated to child protection and family stability. FCCS believes in investing our time and resources to attract and hire an engaged, talented, and diverse workforce that is committed to protecting children by strengthening families.

Benefits of working for us:

Hiring Bonus up to \$1,500; Low Premium Medical, Dental, & Vision; OPERS (Ohio Public employment Retirement System); Life Insurance Coverage at no cost (up to 50,000); Tuition Reimbursement; EAP Program; Additional Raises over the next three years (based on continuous service); Generous personal, vacation, & sick time.

Job title: Associate Director Research & Educational Supports

Location: 855 W. Mound St.

Job Type: Full-Time

Starting Salary: \$31.34

Key Responsibilities:

45% Education Outcomes Research & Data Analysis

Serves as the primary lead of Educational Partnership for Social, Emotional, and Academics (EPSEA) contract. Manages all programming and fiscal aspects of the contract and educational partnership.

In partnership with agency departments and staff, works with community partners (e.g. school districts, courts, etc.) to collect, analyze, and share relevant data (academic and social emotional learning (SEL), referral, etc.) to assess supports, measure progress and outcomes, and explore creative solutions.

Monitors, evaluates, and/or records activities of educational program effectiveness, including the coordination of periodic reports regarding outputs and outcomes.

Ensures that agency adequately assesses the educational needs of children and families to match needs with services to promote ongoing monitoring of appropriate academic progress

Maintains up to date knowledge and understanding of current requirements and regulations to ensure agency compliance.

Stays current on research and best practices related to education and its intersection with child welfare.

35% Disproportionality & Disparity Research and Strategy (Analysis)

In partnership with Evaluation Department staff, completes the agency's biannual disproportionality and disparity analysis.

Supports the agency's disproportionality and disparity analyses by researching best practices, reviewing data findings, and presenting and facilitating conversations with various audiences (internal staff and external community partners) to develop potential strategies and solutions.

Works collaboratively with OHD staff to support internal staff and community partners to address the ways disproportionality shows up in FCCS' work, in the child welfare system, and in our community.

Through an equity lens, identifies objectives for addressing relationships with service providers to address areas of disproportionality/disparity.

Develops and distributes disproportionality/disparity content to various audiences.

Serves as the agency's primary point of contact for local and national collaborative partnerships related to racial equity research and initiatives.

15% Other Agency Research and Strategy Support

Serves as a member of the division's management team, partnering as needed in strategic planning, compiles and analyzes additional statistics and reports as needed.

Helps advance agency's mission and goals by leading strategic research and analysis projects as designated by agency leadership. Communicates findings and emerging promising evidence-based practices to staff and stakeholders.

Supports agency team members in deepening their understanding of datasets and developing actionable and measurable plans to use data more effectively.

Supervise staff, interns, and internal staff to advance the agency's research and partnership efforts.

Speaks publicly on agency research efforts and findings and collaborates with the Organizational Health, Evaluations Departments and Communications Division.

5% Performs other related duties as assigned*

ADDITIONAL DUTIES AND RESPONSIBILITIES:

***Other related duties may include handling cases from Intake, if needed and if determined by HR to be qualified to do so.**

SUPERVISORY RESPONSIBILITIES

1-Management Analyst 2

2- In partnership with ECS lead will provide indirect oversight to 17 ESSA coordinators and 4 (four) ESPY team members (total of 21)

Minimum Qualifications

- Completion of undergraduate coursework in social or behavioral science or education plus 12 mos. exp. in delivery of social services or educational programming, plus 6 months supervisory experience; or completion of graduate coursework plus 6 mos. exp. in delivery of social services or educational programming plus 6 mos. supervisory exp.; or equivalent.

Preferred Qualifications

- Master's degree in subject requiring substantive quantitative analysis skills; background in research and evaluation, business process analysis, and/or policy assessment; several years' experience working in a research and evaluation capacity; ability to use database querying tools, statistical software, spreadsheets, word processing, and graphics software, education; several yrs. of social services exp., including several yrs. of supervisory/ administrative exp.; knowledge of child welfare systems management and program evaluation plus basic understanding of statistics; excellent written and verbal communication skills.

Certification or Licensure: A valid Ohio Driver's License, automobile, and automobile insurance that is in compliance with Franklin County Children Services policy is required for travel. Travel can occasional include out of state travel which may require airline travel.

AMERICAN WITH DISABILITIES SPECIFICATIONS

Physical Requirements: Ability to operate standard office equipment in the performance of job functions (e.g. telephone, calculator, printer, scanner, microfiche, computer, copying machine, automobile, fingerprint equipment).

Prolonged periods of sitting at a desk and working on a computer.

Ability to occasionally lift and move objects weighing 10 – 15 lbs.

Occasional pushing, pulling, kneeling, reaching, and standing.

Work Environment: Typical office environment

How to Apply

Please send applications and resumes to fccshr@fccs.us.

For information on FCCS, including employee benefits and our company culture, visit our website at <https://externalfccsapps.fccs.franklin.oh.us/FCCSForms/Employment.aspx#!/jobs/list>

All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.