



Job Title: Home Visitor

Revision Date: 1/31/2025

Supervisor Title: Family Services Program Manager

Supervisory Responsibilities: None

FLSA Status: Non-exempt, Hourly

Full-Time, Benefits Eligible, 40 hours per week

On-site attendance is essential for this role

At-Will Position

Rate: \$23 – 28/hour

Beyond Blindness is a California Nonprofit Corporation founded in 1962 whose mission is to empower children with visual impairments and other disabilities to achieve their fullest potential. We envision a world where all children, no matter their abilities, are equipped to live full and rewarding lives. We value People First, championing and building upon the inherent strengths and value within each child, as well as Family, Connection, Impact, Inclusion, Stewardship, and Optimism.

Beyond Blindness is the only organization in Southern California that provides all of the support and services — outside of medical care — that children with visual impairments and other disabilities need to develop to their highest potential and live fulfilling lives. Beyond Blindness is a one-stop support resource for these children and their families and provides services in clients' homes, at its location in Santa Ana, and in schools throughout Orange County.

Position Summary

The Healthy Families America (HFA) & Early Head Start/Head Start Home Visitor provides in-home support, parent education and engagement, and enhanced wellness with new and expecting parents as well as families with children enrolled in Early Head Start (EHS) and Head Start (HS). This role promotes healthy child development, school readiness, and family well-being by building trusting relationships, assessing needs, and connecting families to vital community resources.

The Home Visitor follows the HFA model while also aligning services with Early Head Start and Head Start home-based program standards. Key responsibilities include conducting home visits, offering guidance on child development and parenting strategies, and helping families navigate challenges such as access to healthcare, early intervention, and education services. The Home Visitor also tracks family progress, maintains accurate records, and collaborates with supervisors and multidisciplinary teams to ensure effective service delivery.

This position requires strong interpersonal skills, cultural competency, and the ability to engage diverse families with empathy and professionalism. The ideal candidate is passionate about early childhood development, school readiness, family advocacy, and fostering long-term positive outcomes for children and caregivers.

This job description is intended as a guide to the general job responsibilities.

Responsibilities

Direct Family Support & Home Visits

- Conduct regular home visits with expectant parents and families with children from birth to age five enrolled in HFA, Early Head Start (EHS), and Head Start (HS)
- Provide developmentally appropriate parenting education on topics such as infant care, child development, school readiness, safe sleep, positive parenting, and family health.

- Build trusting, strengths-based relationships with families to support child development and overall family well-being.
- Encourage and model nurturing, developmentally appropriate parent-child interactions to promote learning and school readiness.

Assessment, Planning & Case Management

- Conduct screenings and assessments for child development, maternal mental health, and family needs, including those required by HFA and Head Start.
- Develop individualized family support and service plans to align with Early Head Start, Head Start, and HFA models.
- Support families in accessing healthcare, early intervention, special education, and social services.
- Identify and address risk factors such as parental stress, housing instability, domestic violence, or lack of social support.
- Monitor family progress and adjust service plans as needed to meet evolving needs.
- Recognize and respond to signs of child abuse, neglect, or domestic violence, following mandatory reporting procedures.

Program Compliance & Documentation

- Maintain accurate and timely documentation of home visits, assessments, referrals, and child progress in program databases.
- Ensure compliance with HFA model fidelity and Early Head Start/Head Start program standards.
- Track and document family engagement, program outcomes, and community needs to evaluate program impact.
- Participate in reflective supervision and team meetings to ensure high-quality service delivery.

Collaboration & Professional Development

- Work closely with supervisors, early childhood educators, mental health professionals, and multidisciplinary teams to coordinate services.
- Build and utilize existing program partnerships with healthcare providers, early childhood programs, and social service agencies to support families.
- Participate in ongoing training and professional development to stay informed on home visiting best practices, trauma-informed care, and early childhood development.
- Perform other professional, job-related duties as assigned.

Expectations

- Belief in the mission.
- Conduct self in a professional and respectful manner with families, coworkers, and supervisors.
- Willingness to work evenings and weekends as needed to meet family schedules.
- Maintain confidentiality of all employee and family information.
- Support agency operations, including answering phones and assisting with administrative tasks as needed.

Education and Experience

- High school diploma or GED required. Associate's or Bachelor's degree in social work, early childhood education, psychology, public health, human services, or a related field preferred.
- Experience working with infants, young children, and families at in-home settings, early childhood programs, social services, or family support settings.
- Experience working with at-risk families experiencing a combination of factors including poverty, housing insecurity, domestic violence, or mental health concerns.
- Knowledge of child development, parenting education, maternal mental health, and trauma-informed care.

- Ability to engage diverse populations with cultural sensitivity and a strengths-based approach.
- Strong interpersonal and communication skills, with the ability to build trusting relationships.
- Bilingual proficiency (Spanish or other languages spoken in the community) is highly desirable.

Licensing & Accreditation Requirements:

All employees working for Beyond Blindness are required to meet the following at all times:

1. LiveScan Fingerprint clearance and background check - DOJ/FBI/Child Abuse Index (one time or upon re-hire)
2. Health Screening (one time or upon re-hire)
3. Proof of immunity to Measles or MMR Vaccination Record (one time)
4. Flu Vaccine within one year (and each year thereafter)
5. TDAP Vaccine within the last ten years (and every ten years thereafter)
6. Current COVID-19 Vaccine (fully vaccinated)
7. Clear TB test or Chest X-ray within last four years (and every four years thereafter)
8. Current up-to-date Credential, License, Certification or Units for employment
9. Valid CA Driver's License and current auto insurance

Beyond Blindness offers competitive salary and benefits programs, including medical, dental, vision, and life and disability insurance to employees, as well as generous holiday and PTO policies. We also have a variety of additional continuing education, employee referral, and childcare programs for eligible employees. We also offer a diverse community of employees and clients emphasizing a culture of engagement, positivity, and support.