



**Orange County Department of Education
Human Resources Department
Classified Management Class Specification**

Program Specialist, Prevention Partnerships

Class Code: 1438

Work Days: 210

GENERAL PURPOSE

Support the development, implementation, and management of prevention programs and partnerships for school districts in collaboration with community organizations; serve as a liaison to school districts and community agencies to coordinate prevention programs that improve the health and well-being of students, families, and staff; and provide assistance to higher level management staff.

SUPERVISION RECEIVED AND EXERCISED

1. Receives direction from higher level management staff.
2. Exercises direct supervision over professional, technical, and clerical staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES

This position description is intended to describe the general nature and level of work being performed by an employee assigned to this position. This description is not an exhaustive list of all duties, responsibilities, knowledge, skills, abilities, and working conditions associated with this position. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.

1. Recommend and assist in the implementation of goals, objectives, and strategic plan; establish schedules and methods for providing specialized services; and implement policies and procedures.
 2. Plan and coordinate countywide prevention programs that promote health and wellness; develop implementation guides, workshops, and other resources and materials; and facilitate activities to support programs.
 3. Provide direction to and support for program staff and activities, including planning and conducting orientation meetings for school administrators, teachers, faculty, youth-serving organization directors, and service delivery staff.
 4. Plan and facilitate the training of district school staff on health and wellness strategies that create healthy school environments for students, families, and staff.
 5. Recruit and train program advisors and students at schools and youth-serving organizations, assess needs and priorities at different program sites, and develop a plan of action to meet identified needs.
 6. Select, train, plan the work of, supervise, and evaluate staff; provide coaching to employees; collaborate on goal development; set clear expectations; provide constructive feedback; assist in improvement as needed; and check in regularly for understanding.
 7. Establish partnerships with state and local community organizations with content expertise and support the development of contract agreements with detailed scopes of work.
 8. Participate in the planning of local, county, and statewide conferences and trainings, including event coordination, activity development, and workshop facilitation.
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9. Demonstrate attendance sufficient to complete the duties of the position as required.
 10. Perform related duties similar to the above in scope and function as required.

QUALIFICATIONS (KNOWLEDGE, SKILL, ABILITY REQUIREMENTS)

Knowledge of:

1. Principles of effective supervision, leadership, training, coaching, and performance evaluation.
2. Procedures, methods, and techniques of project and workflow management and organization.
3. Community-based organizations, educational agencies, law enforcement agencies, and other organizations related to the programs.
4. Modern principles and practices of program development, implementation, and adult learning.
5. Parent/guardian outreach strategies for multiple and diverse cultural audiences.
6. Effective strategies for working with youth related to youth development, including resiliency and asset building.
7. California Education Code, California Administrative Code, and the policies, rules, and regulations of the County Schools Office.
8. Action planning and event planning strategies, including the development of goals, objectives, and brainstorming activities.
9. Recent developments, current literature, and information sources related to community involvement and organization.

Ability and Skill to:

1. Interpret the organizational and division strategic plan and create relevant goals and plans for assigned areas.
2. Select, train, lead, coach, direct the work of, supervise, and evaluate professional and technical employees; effectively delegate authority and responsibility.
3. Effectively adapt and adjust program services to meet changing priorities and customer-specific needs.
4. Establish and maintain effective working relationships with various constituencies.
5. Interpret and explain laws, codes, contracts, policies, and procedures.
6. Develop and present training materials.
7. Prepare clear and concise correspondence, reports, and other written materials.
8. Analyze problems, identify alternative solutions, project consequences of proposed actions, and Communicate clearly and concisely, both orally and in writing, in English.

Education, Training, and Experience:

A typical way of obtaining the knowledge, skills, and abilities outlined above is a bachelor's degree in elementary or secondary education, health education, public health, counseling, social work, psychology, or a related field, and four (4) years of experience working with students, families, and staff in a school-based setting; or an equivalent combination of training and experience.

PHYSICAL AND MENTAL DEMANDS

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this class.

Physical Demands

Employees must be able to perform the essential functions of the position with or without accommodation. Employees in this classification must be able to travel countywide to a variety of sites within a reasonable time frame, read written and electronic materials, and communicate clearly with those contacted through the course of work (typically in person, on the phone, and via email); perform deskwork for extended periods; and access and operate all required equipment for job duties. The position may include occasional need to traverse uneven surfaces and move items weighing up to 25 pounds.

Mental Demands

While performing the duties of this class, employees are regularly required to use written and oral communication skills; read and interpret information; analyze and solve problems; use mathematical reasoning; make observations; learn and apply new information or skills; perform highly detailed work; work on multiple, concurrent tasks with frequent interruptions; work under intensive deadlines and meet productivity requirements; and interact successfully with various groups of people encountered in the course of work.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee typically works in an office environment that is fast-paced with high pressure.