

Appendix

Regional Director

Overview of the OhioKAN Program:

OhioKAN is an innovative statewide Kinship and Adoption Navigator Program that supports formal and informal kin caregivers and adoptive parents by providing information and referral services and assistance obtaining support services. Building on current and previous Ohio kinship navigator programs, OhioKAN is distinguished by its planned statewide implementation, broad population of families served, and provision for rigorous evaluation. Contingent on evaluation results, OhioKAN may establish a new evidence-based practice model that may be considered for federal payments under the Family First Prevention Services Act of 2018.

OhioKAN builds the necessary community and systems capacity to support families and works directly with kinship and adoptive families to build confidence and connections. Anticipated outcomes to be measured include greater family resilience, improved family functioning, increased stability and permanency for children, and improved child well-being.

OhioKAN is a statewide program organized into 10 geographic regions. Regional staff will develop community capacity to deliver a service model designed to support formal and informal kin caregivers and adoptive parents obtain the knowledge, social support, and access to the human services and resources they need to achieve positive health and wellbeing outcomes for themselves and the children in their care.

Overview of the Regional Director Position:

The Regional Director is a full-time position dedicated to building community-level supports for the Ohio Kinship and Adoption Navigator program in their assigned region(s). The Regional Director reports to the OhioKAN Program Director and supervises a regional team which may include – a Regional Coordinator and Coach. The Regional Director will partner with the Regional Coordinator and Coach to ensure the service delivery and capacity building objectives of the OhioKAN are successfully met within their region. The Regional Director will also work with the statewide evaluation team to ensure that successful data collection and continuous quality improvement activities are completed for the region.

The Regional Director will build and maintain local partnerships and co-facilitate regular Regional Advisory Council meetings designed to engage local stakeholders. In partnership with the Regional Advisory Council, the Regional Director will develop a regional implementation plan to build their region's capacity to serve kin caregivers and adoptive parents. The regional director's responsibilities include strategic leadership at the regional level, program design and implementation, community engagement, evaluation and CQI, and partnering with OhioKAN families.

Strategic Leadership:

- Exemplifies the mission, vision, and values of the OhioKAN program
- Leads and sustains the implementation and continuous quality improvement of the OhioKAN program in a multi-county regional area in a manner that is responsive to the needs of kinship and adoptive families, takes into account the resources and capacity of individual counties and local communities, ensures fidelity to the program model, and supports formal program evaluation and CQI activities
- Leads a regional staff team
- Forges, cultivates, and maintains deep relationships with and connections among a broad network of regional and local human services organizations
- Inspires a shared sense of purpose among key stakeholders, including families served, public and private human service organizations, community leaders, and staff
- Establishes, grows, and co-leads a Regional Advisory Council, composed of key regional and local stakeholders, that is charged with providing ongoing expert guidance, service capacity assessment and building, problem-solving, and support for the regional OhioKAN program
- Contributes to the success of the statewide OhioKAN program by building collaborative relationships with peer regional directors, actively sharing ideas and information, and contributing personal creativity and critical thinking to the ongoing refinement and success of OhioKAN

Program Design and Implementation

- Implements OhioKAN consistent with the program model, project timeline, and budget
- Hires, trains, and supports regional OhioKAN staff, including a Regional Coordinator and two Coaches
- In conjunction with the Regional Advisory Council and supported by the Evaluation Team, conducts a regional readiness assessment and utilizes the same to define strategies and objectives for developing necessary resources
- Manages the process for selecting organizations to serve as host sites for OhioKAN Navigators and site supervisors within the region
- Initiates formal agreements with partnering organizations; forges close collaborative relationships with the same; and plans with partnering organizations for the selection, onboarding, training, and supervision of OhioKAN Navigators
- Ensures the initial training of OhioKAN Navigators and site supervisors (and regular case consultation conducted by Coaches) and ongoing peer support through learning collaboratives

Community Engagement

- Targeted outreach to key stakeholders to build, engage, and sustain the membership of the Regional Advisory Council, a group which the Regional Director co-leads
- Meets with and listens attentively to kinship caregivers, adoptive parents, and youth
- Builds effective collaborative relationships with key regional, county and local stakeholders
- Forges effective and collaborative relationships with human service organizations across the region
- Engages stakeholders in identifying priorities for capacity building and strategies for accomplishing them

- Acquires nuanced understanding of the regional, county, and community-level human service organizations, formal and informal decision-making structures, and priority concerns

Evaluation and Continuous Quality Improvement (CQI)

- Champions evaluation and CQI practices for the region; effectively communicates the same to partnering organizations and stakeholders; and utilizes performance and outcome data to inform decision making
- Directly and in conjunction with regional Coaches and evaluation staff, supports partnering organizations in their collection, input, and utilization of evaluation data and constructive learning through the application of sound CQI practices
- Achieves targets for data collection, data integrity, program fidelity, and CQI practices
- Participates in and facilitates CQI meetings and activities as assigned

Partnership with OhioKAN Families

- Responds to inquiries about participation in the OhioKAN program, provides referrals, and follows up in a timely manner
- Collaborates with diverse families and organizational partners with an empathetic strengths-based orientation that prioritizes dignity and respect
- Advocates alongside kinship and adoptive families for access to services to achieve their goals

Education and Experience

- Bachelor's degree required; masters preferred
- 3-5 years of progressive leadership experience including experience supervising a team

TRAVEL REQUIRED, AS NEEDED. MUST HAVE ACCESS TO OWN TRANSPORTATION.

Background Check Information: The final candidate selected for the position will be required to undergo a criminal background check. Criminal convictions do not necessarily preclude an applicant from consideration for a position. An individual assessment of an applicant's prior criminal conviction(s) will be made before excluding an applicant from consideration.

Image

OhioKAN Program Manual

Appendix 2. Job Descriptions

REGIONAL DIRECTOR



File

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