

SHASTA HEAD START CHILD DEVELOPMENT, INC

Child Development Specialist

Supervisor: Child Development Manager

Classification: Non-Exempt

Mission

Shasta Head Start, a non-profit agency, is dedicated to making a positive difference in the lives of young children, one family at a time. We provide opportunities for education, parenting support, and resources to families in our communities.

Position Summary

Responsible for planning and administering child development, education, disabilities and mental health program services. Services must be coordinated with staff in other program content areas to ensure best practices based on the theories and principles of child growth and development. Planning and administration of the disabilities and mental health services must be individualized for children and families with disabilities.

Essential Duties and Responsibilities

- Plan, develop, and implement child development, education, disabilities and mental health program services for children birth to five, ensuring a comprehensive and integrated approach that meets Head Start Performance Standards and state regulations.
- Develop and coordinate training and provide guidance to staff, parents, and community on a variety of pertinent topics around child development, disabilities, and mental health
- Ensure on-going monitoring, tracking, follow-up, and analysis of program services and child outcomes to ensure a high-quality program approach
- Maintain recordkeeping and reporting systems, schedules, timelines, policies, and procedures for child development, disabilities and mental health services in accordance with Head Start Performance Standards and applicable laws and regulations.
- Ensure communication with staff, parents, program managers, consultants, and community to enhance services to children and their families
- Supervise and oversee work tasks and activities within child development, disabilities and mental health services to ensure the full delivery of integrated services.
- Provide direct supervision of other positions, as assigned
- Collaborate with community partners as needed to educate and enhance child development services and to ensure effective transition planning for children birth to five years
- Manage related databases to create and use data outcomes to plan for continuous quality improvement

Maintain Professional and Ethical Standards

- Maintain confidentiality in accordance with Agency policy and legal requirements
- Be honest, reliable, and dependable
- Respect and maintain rights and privacy of all staff, parents, and children
- Attend mandated trainings and meetings and seek out staff development opportunities
- Work as a team member with all staff and maintain a positive work ethic
- Act conscientiously in performing routine duties
- Adhere to NAEYC Code of Ethical Conduct

Qualifications

Knowledge and Skills

- Ability to read, analyze, and interpret periodicals, data outcomes, professional journals, technical procedures, and government regulations in fields relevant to position.
- Ability to effectively communicate with community members and groups, managers, regulatory agencies, and families both individually and in group settings.

- Ability to write organized and accurate reports and other documents
- Ability to effectively present information to top management, public groups, and/or boards of directors
- Ability to work as a positive team member.
- Ability to supervise and manage staff efficiently and effectively within the guidelines of ShastaHead Start policies and mandates.
- Ability to use basic math skills, to compute rate, ratio and percent and to draw and interpret bar graphs.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Knowledge of various software programs such as Microsoft Office and data management software for child care, health or other social services

Education

Minimum

BA Degree in Early Childhood Education or related field.

Desired

BA Degree in Early Childhood Education including 6 units focused on infant/toddler care and development

Training and Experience

Minimum

Four years related experience with children birth to five

Desired

Four years related experience in Early Head Start or Head Start programs

Certificates, Licenses

Minimum

Child Development Permit at Site Supervisor level or higher

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle or feel objects, tools or controls; reach with hands and arms; and talk or hear. The employee is occasionally required to stand; walk; climb or balance; and stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 20 pounds. The employee must be able to occasionally lift 20 pounds overhead and 40 pounds from waist to shoulder. The employee frequently lifts and/or moves up to 40 pounds, and occasionally lifts 50 pounds from floor to waist. The employee must be able to push/pull up to 75 pounds horizontally. Specific vision abilities required by this job include close vision, distant vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

ACKNOWLEDGEMENTS:

I HAVE REVIEWED AND DISCUSSED THIS JOB DESCRIPTION WITH THE HIRING SUPERVISOR.

Employee (Print)

Employee Signature

Date

7/13/2026

Supervisor's Signature

Date

Supervisor's Title